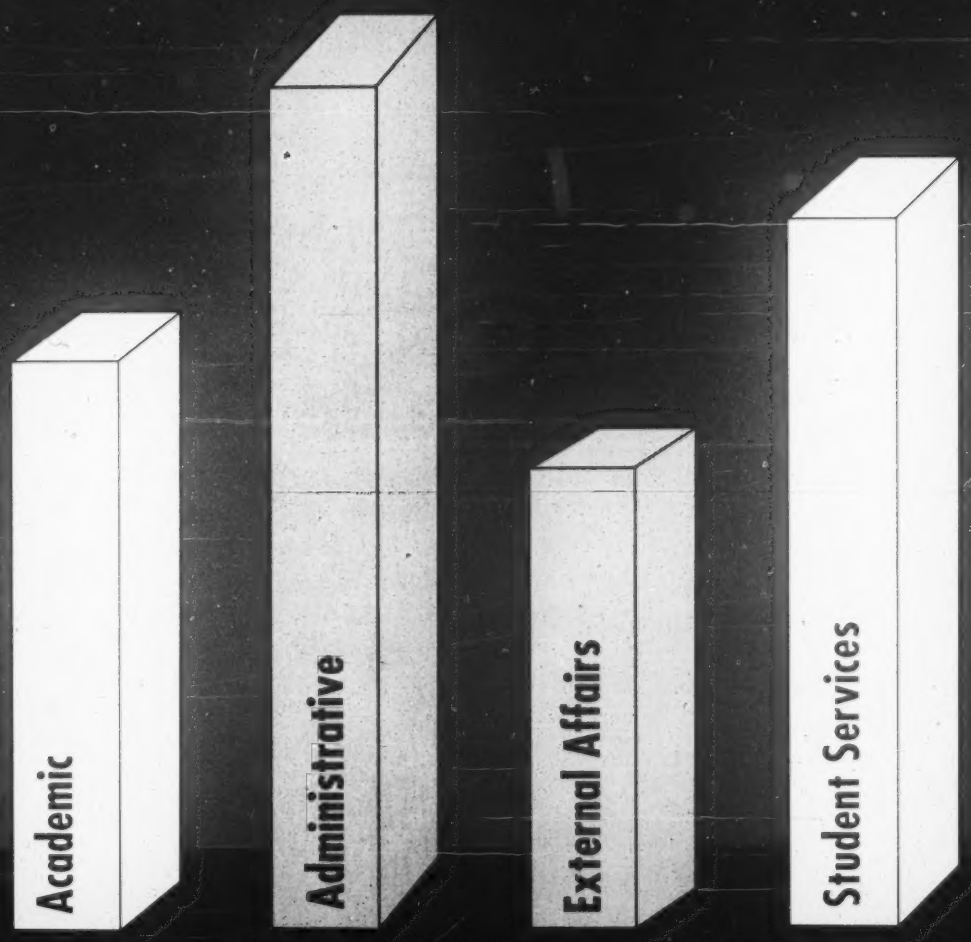
1992-93 Administrative Compensation Survey

The Source For Higher Education Salaries



1992-93 Administrative Compensation Survey

By
Richard C. Creal
Kirk D. Beyer
and
The Brookings Institution

College and University Personnel Association

About CUPA

The College and University Personnel Association (CUPA) is an international network of nearly 6,000 human resources professionals representing more than 1,600 colleges and universities. Through regular and special publications and studies, CUPA works to keep its members informed of the latest legal, legislative, and regulatory developments affecting human resources administration, as well as trends and innovative policies and practices in the field. Services include a semi-monthly newsletter, a journal, an annual convention, regional meetings, and seminars on timely topics of special interest to the human resource professional. CUPA is an AA/EEO employer. For further information, contact, CUPA, 1233 Twentieth St., N.W., Washington, D.C., 20036, (202) 429-0311.

1992-93 ADMINISTRATIVE COMPENSATION SURVEY
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CONTENTS

List of Tables....iv
Acknowledgments....v
Introduction....vi
Survey Changes for 1992-93....vii
Profile of Participating Institutions....viii
Survey Methodology....ix
Definitions and General Characteristics....x
1992-93 Salary Increases....xi
Special Study Information....xiv
Salary Comparison Worksheet Information....xiv
Tables....1
Appendices
Appendix A: Responding Institutions....75
Appendix B: Special Study Order Form....99
Appendix C: NCES Codes....101
Appendix D: Salary Comparison Worksheet....102
Appendix E: Survey Questionnaire....105

LIST OF TABLES

Table Number	General Tables		Page Number
1	All Institutions By Budget Quartiles		2
2	Public Institutions By Budget Quartiles		4
3	Private/Non-Religious Institutions By Budget Quartiles		6
4	Private/Religious Institutions By Budget Quartiles		8
5	All Institutions By Enrollment Quartiles		10
6	Public Institutions By Enrollment Quartiles		12
7	Private/Non-Religious Institutions By Enrollment Quartiles		14
8	Private/Religious Institutions By Enrollment Quartiles		16
	Comparative Tables		
	By Institutional Classification		
9	Salary Percentiles for All Doctoral Institutions		18
10	Salary Percentiles for All Comprehensive Institutions		20
11	Salary Percentiles for All General Baccalaureate Institutions		22
12	Salary Percentiles for All Two Year Institutions		24
	By Budget	**Budget Range**	
13	Doctoral Institutions	$106.5 Million or Less	26
14	Doctoral Institutions	$106.5-$234 Million	28
15	Doctoral Institutions	$234-$414.3 Million	30
16	Doctoral Institutions	$414.3 Million or More	32
17	Comprehensive Institutions	$27 Million or Less	34
18	Comprehensive Institutions	$27-$44.7 Million	36
19	Comprehensive Institutions	$44.7-$70.4 Million	38
20	Comprehensive Institutions	$70.4 Million or More	40
21	General Baccalaureate Institutions	$10.4 Million or Less	42
22	General Baccalaureate Institutions	$10.4-$16.1 Million	44
23	General Baccalaureate Institutions	$16.1-$24.2 Million	46
24	General Baccalaureate Institutions	$24.2 Million or More	48
25	Two Year Institutions	$7.3 Million or Less	50
26	Two Year Institutions	$7.3-$12.1 Million	52
27	Two Year Institutions	$12.1-$20.8 Million	54
28	Two Year Institutions	$28 Million or More	56
	Special Tables		
29	Comparison Between Males and Females—For Doctoral and Comprehensive Institutions		58
30	Comparison Between Males and Females—For General Baccalaureate and Two Year Institutions		60
31	Comparison Between Minorities and Non-minorities—For Doctoral and Comprehensive Institutions		62
32	Comparison Between Minorities and Non-minorities—For General Baccalaureate and Two Year Institutions		64
33	Comparison Between Inside and Outside Hires—For Doctoral and Comprehensive Institutions		66
34	Comparison Between Inside and Outside Hires—For General Baccalaureate and Two Year Institutions		68
35	Comparison of Median Years of Service—By Institutional Classification		70

ACKNOWLEDGMENTS

Once again, the efforts of many persons went into the production of the *1992-93 Administrative Compensation Survey*. This annual survey report, with its continuous refinements, has become an increasingly useful tool for the higher education community, fulfilling the promise of the Board of Directors to provide administrative salary data consistent with the needs of CUPA members.

The contributed time and expertise were gratefully accepted and are appreciated from those members of the Ad Comp Survey Advisory Committee who assisted in the successful production of this survey. Those persons who should be recognized are: Kirk D. Beyer, University of Nebraska-Lincoln, Chair; Kathleen Donofrio, Loyola University in Maryland; Gary Maki, University of Michigan-Ann Arbor; and Kathleen Mandel, California State University-System.

Finally, gratitude is given to the CUPA National Office research department under the direction of Mason E. Riley and Susan E. Cipollini, as well as the production staff at The Brookings Institution's Social Science Computation Center, particularly Robin Donaldson.

Richard C. Creal
Executive Director

INTRODUCTION

CUPA's annual *Administrative Compensation Survey* is designed to provide the most comprehensive and up-to-date salary data available for college and university administrators. With human resource costs ranging from 65 to 85 percent of operating expenditures in our colleges and universities, it is essential for this investment to be managed in the most effective manner possible. To meet that objective, the *1992-93 Administrative Compensation Survey* provides a broad range of salary data to enable decision makers to evaluate their current pay levels and plan their compensation budgets appropriately.

The *1992-93 Administrative Compensation Survey* marks the sixteenth year that CUPA has conducted this survey on an annual basis. Selection of surveyed positions is based on an analysis of the administrative positions common to most higher education institutions. The positions are reviewed annually by the Administrative Compensation Survey Advisory Committee and other higher education associations. This year's survey reports data on 167 of these positions.

With each survey we learn more about the salary information requirements of higher education and consequently, appropriate modifications are made to improve the methods of collecting data and presenting the results. We believe that annual refinements in the survey better serve the needs of CUPA members in particular, and higher education in general. To that end, we invite your suggestions for improved collection and reporting of salary data.

SURVEY CHANGES FOR 1992-93

- Modified description of Position 305.00, General Counsel—The senior administrative official responsible for managing the legal affairs of the institution. Functions typically include legal advisor to the corporate board and President/Chancellor, management of matters in litigation, and supervision of both inside and outside counsel. Often serves as liaison to regulatory and legislative bodies, courts, and Attorneys General.

- Modified description of Position 305.10, Staff Attorney(s)—The administrative official(s) responsible for providing day-to-day advice and guidance to all elements of the institution, under supervision of the General Counsel.

- Changed title of Position 520.00, Director, Athletics/Men to Director, Men's Athletic Programs.

- Changed title of Position 521.00, Director, Athletics/Women to Director, Women's Athletic Programs.

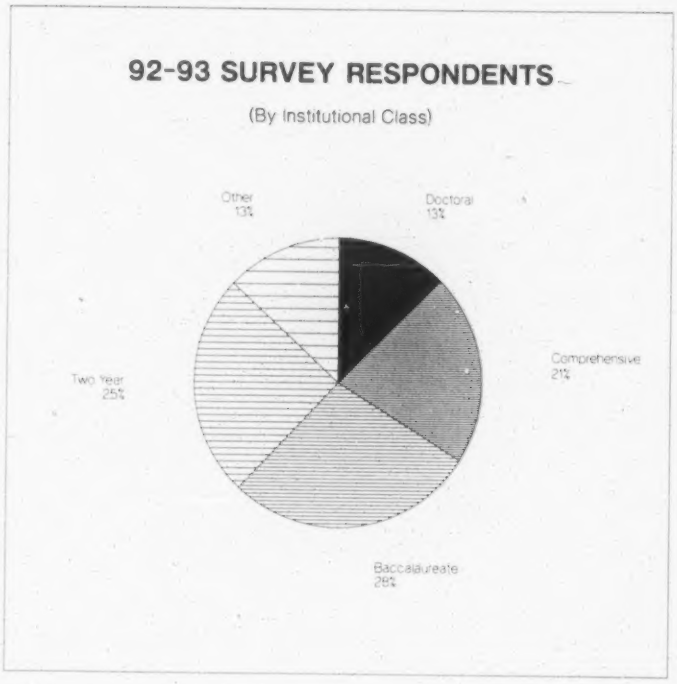
- Eliminated Position 311.00, Director, Computer Center Operations/Academic. This was a duplicate of Position 208.00, Director, Computer Center Operations/Academic and appeared twice in the 1991-92 survey.

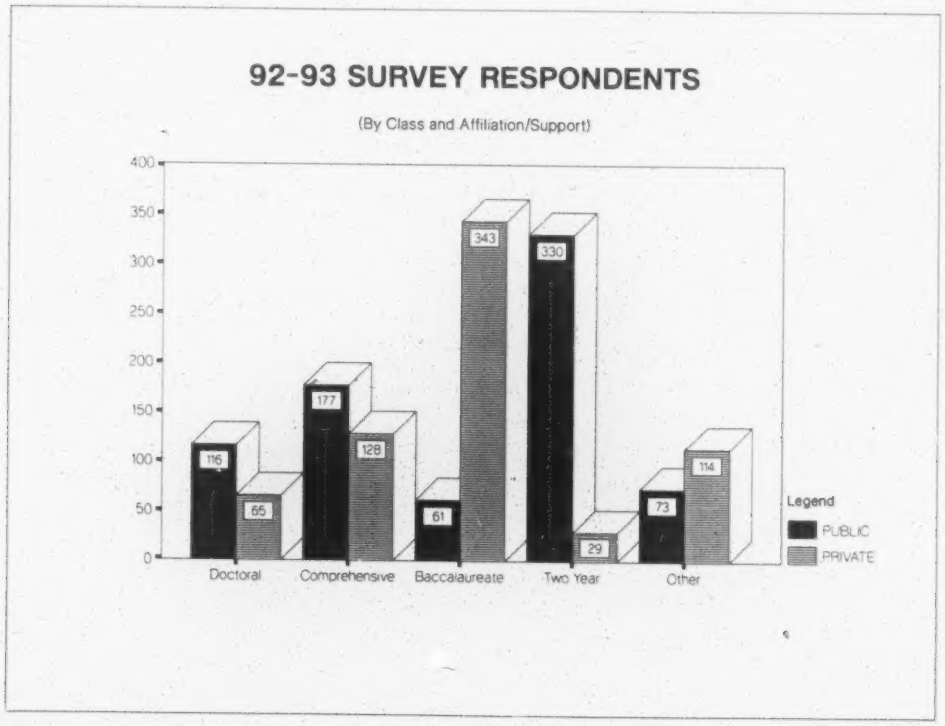
- The terminology that is used when an institution reports its support type was modified. It was considered more appropriate to use the term "Affiliation" instead of "Source of Support," and more appropriate to use the wording "Private/Non-Religious Affiliated" instead of "Private-Independent Support" and "Private/Religious Affiliated" instead of "Private-Religious Support." There was evidence of confusion on what was meant by "source of support," therefore these changes were implemented with the intent of collecting data on the affiliated body from which the institution's financial support comes.

Cautionary Note: The General Tables include data from all reporting institutions and should be used only to obtain a broad overview of position salaries. For comparative analyses between positions or among institutions, consult the Comparative Tables. More specific data to meet the specialized requirements or preferences of an institution is available through customized reports. (See Special Study Information on page xiv and in Appendix B.)

PROFILE OF PARTICIPATING INSTITUTIONS

Survey questionnaires were sent to approximately 3,400 higher education institutions, of which 1,432 responded by the deadline date of October 1, 1992. This gave a 42 percent response rate which is in line with the response for previous years. The alphabetical list of respondents that appears in Appendix A indicates each institution's classification, affiliation/support, system structure, and state in which they are located. The charts on this page identify survey respondents by institutional class and affiliation/support.





SURVEY METHODOLOGY

The survey questionnaire was mailed in August, 1992 to all higher education institutions in the U.S. This questionnaire, along with a letter of invitation, was mailed with a requested return date of October 1, 1992. Instructions for reporting the data and summary descriptions of the 167 positions for which data were sought accompanied the questionnaire. Appendix E contains the survey form and instructions along with the summary position descriptions.

To ensure the confidentiality of the data, the staff of The Brookings Institution in Washington, D.C. processed the report from receiving the surveys, to data entry, and finally compilation of the tables and graphs using SPSS-X, a statistical software package. This information was then given to CUPA where the survey was produced in the format that you see here.

DEFINITIONS AND GENERAL CHARACTERISTICS

Data Specifications

Respondents were asked to observe the following specifications in reporting their data:

- Salaries are those in effect as of September 15, 1992.
- Salaries are at an annualized, full-time rate; they reflect only actual cash earnings, excluding any services contributed without charge.
- Enrollment and budget figures are for the operating year 1992-93.
- Enrollment is stated in terms of equivalent full-time students.
- Budget figures reported are the total institutional budget including research funds but excluding capital funds. This figure does not include amounts for student aid.

Percentile Range

Salary data shown on the basic tables in this report indicate the median and the percentile range for each position.

- The MEDIAN is the middle value in an array of all salaries for the position; half of the salaries are lower than the median and half are higher. The median is considered a more reliable measure than the mean/average because it is not skewed by extremely high and low salaries as is the mean.
- The 20th percentile indicates the salary level that 20 percent of all reported salaries either equal or fall below.
- The 40th percentile indicates the salary level that 40 percent of all reported salaries either equal or fall below.
- The 60th percentile indicates the salary level that 60 percent of all reported salaries either equal or fall below.
- The 80th percentile indicates the salary level that 80 percent of all reported salaries either equal or fall below.

INTENTIONAL
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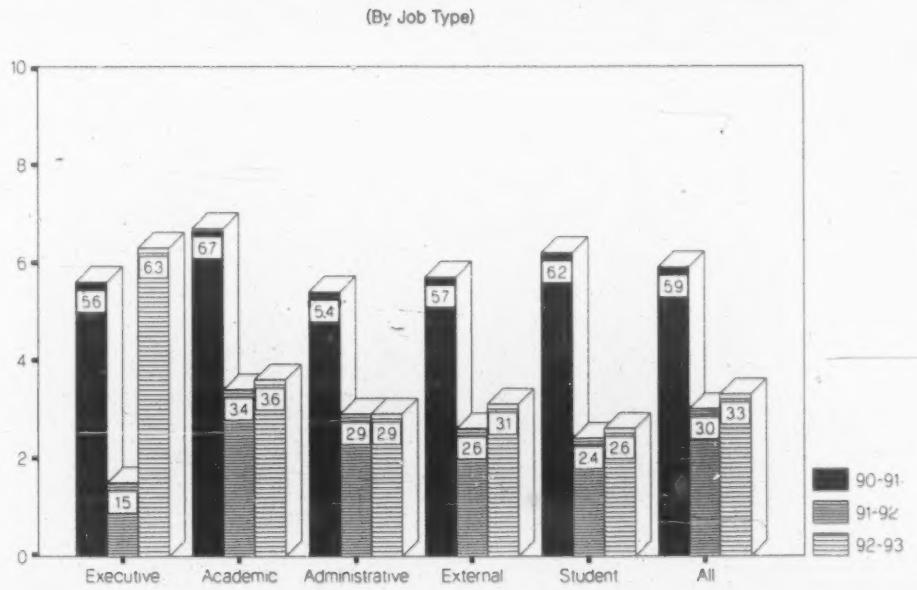
1992-93 SALARY INCREASES

Positions surveyed in 1992-93 showed an overall increase of 3.3%* compared to 1991-92. Percentage increases in median salaries by job type, institutional classification, and affiliation/support are shown on the following charts. In addition to the current year, figures are provided for the previous two years for comparative purposes.

As is apparent in the chart below, the 1992-93 salary increases were equal to or slightly higher than last year across all job types. The largest increase of 6.3 percent occurred in executive positions. Other increases were 3.6 percent for academic positions, 2.9 percent for administrative positions, 3.1 percent for external affairs positions, and 2.6 percent for student services positions.

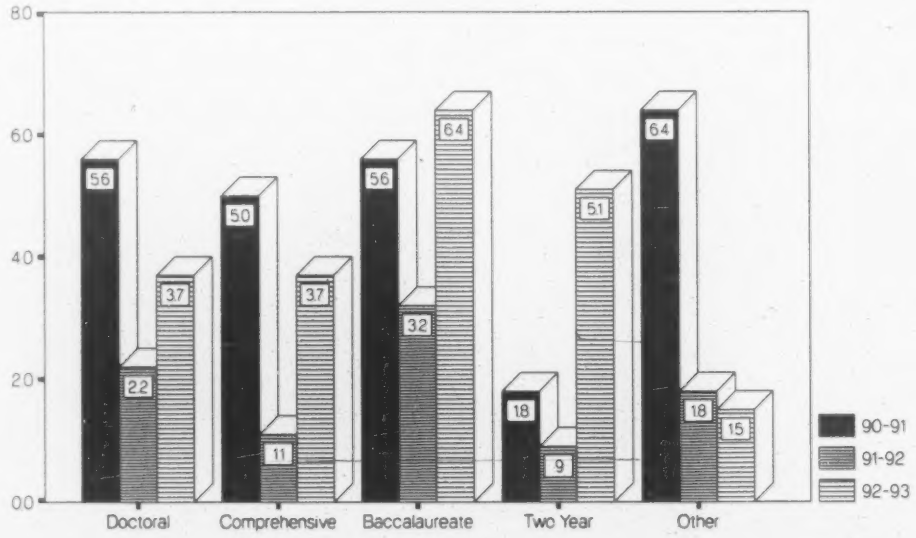


Beginning with the 1992-93 Administrative Compensation Survey, unweighted means of median salaries were used for calculating salary increase statistics. Previously, means of median salaries were weighted by job type. A review of this method revealed that the unweighted statistic was more representative of all reporting institutions. Data presented for previous years has been recalculated using this method.

An examination of median salaries by institutional classification revealed that general baccalaureate institutions posted the highest increase at 6.4 percent. In relation to last year, two-year institutions had the largest net gain at 4.2 percent (5.1 percent compared to .9 percent last year). Salary increases reported by doctoral and comprehensive institutions were both 3.7 percent. Systems offices and specialized institutions which fall into the classification of "other" showed the smallest gain of 1.5 percent.

% MEDIAN SALARY INCREASE COMPARISON

(By Institutional Class)



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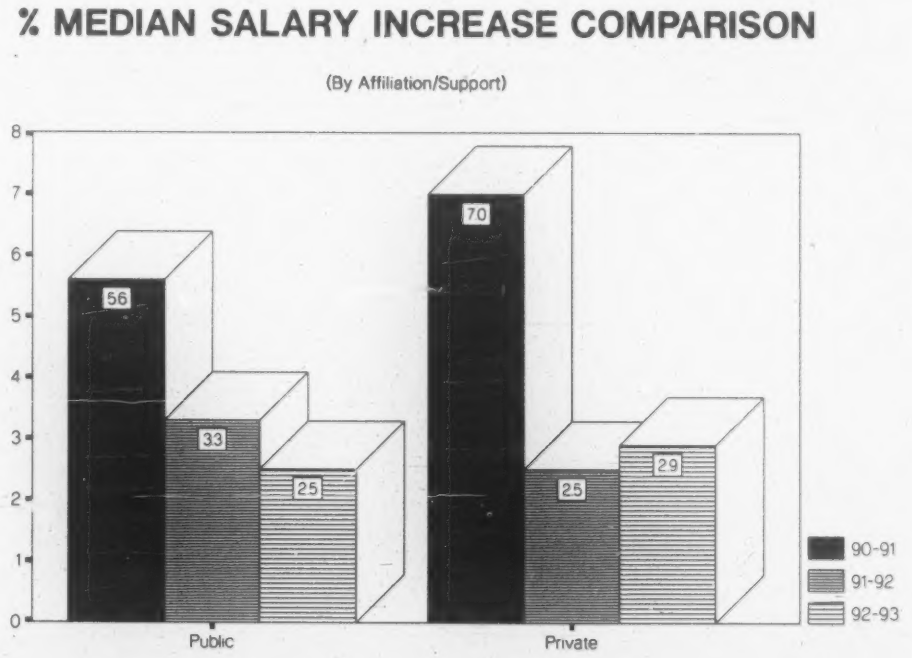
Analysis of 1992-93 salaries by affiliation/support indicated that administrators in private institutions realized salary increases that were .4 percent greater than their counterparts in the public sector. The overall increase for public institutions in 1992-93 was 2.5 percent, which was lower than the 1991-92 increase, while private institutions saw a larger increase this year at 2.9 percent.



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SPECIAL STUDY INFORMATION

The survey tables summarize the compensation data that have been found to be of greatest interest and value to the majority of participants. However, the data base from which these tables were developed can provide a great deal of additional information. CUPA uses this data to formulate salary survey information to meet the specialized requirements or preferences of a particular institution.

Customized reports can be provided on:

- Any group of named institutions selected from the list of respondents (provided that at least eight institutions are included to maintain confidentiality of information). Data are not identified by institution.
- Demographic characteristics alone or in combinations, including: budget, enrollment, faculty size, staff size, institutional type, affiliation/support, and system structure.
- Institutions within a given geographic region or state.

In effect, any of the institutional characteristics reported in the survey questionnaire may be used to sort the desired information—individually or in any combination. All results are accompanied by a list of the respondents that were selected to provide the sample data. These reports can be ordered throughout the year by using the form on page 99.

Other uses of data requiring manipulation and display techniques are possible. Such specialized needs should be discussed with CUPA national office staff at (202) 429-0311, Ext.10.

1992-93 SALARY COMPARISON WORKSHEET

As part of the 1992-93 survey report a sample Salary Comparison Worksheet has been included (see Appendix D). This worksheet may be used to compare institutional salaries with survey salaries through calculation of a salary comparison percentage ratio for individual positions, families of positions, and all positions in the organization. Calculated salary comparisons of specific colleges and universities may be requested as a Special Study through the CUPA national office. Questions regarding the worksheet may also be directed to the CUPA office.

Tables

TABLE 1
MEDIAN SALARY BY BUDGET QUARTILES FOR ALL INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR ALL INSTITUTIONS				ALL INSTITUTIONS	ALL INSTITUTIONS
	QUARTILE 1 $10.5 MIL OR LESS	QUARTILE 2 $10.5-$21.9 MIL	QUARTILE 3 $21.9-$58 MIL	QUARTILE 4 $58 MIL OR MORE	MEDIAN BUDGET $21.9 MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$80,572	$89,047	$104,031	$135,000	$110,797	147
101.10 Asst to Ceo/System	$45,833	$46,663	$54,691	$71,000	$64,329	66
102.00 Ceo / Single Inst	$76,000	$93,000	$106,742	$129,790	$99,225	1263
102.10 Asst to Ceo/Single	$35,000	$38,805	$51,331	$62,000	$49,021	557
103.00 Exec Vice Pres	$59,663	$72,000	$86,423	$110,004	$82,000	219
ACADEMIC						
201.00 Chief Acad Off	$55,742	$67,662	$82,958	$108,358	$75,500	1292
202.00 Chf Hlth Prof Off	$48,000	$50,190	$64,867	$176,085	$110,037	81
203.00 Dir Library Serv	$34,608	$42,215	$55,275	$75,674	$49,403	1141
203.10 Circulatn Librarian	$21,000	$25,750	$28,892	$35,286	$29,500	515
203.20 Acquistns Librarian	$23,065	$27,587	$32,103	$40,518	$34,081	490
203.30 Tech Serv Librarian	$24,145	$28,627	$35,423	$47,200	$34,579	685
203.40 Public Serv Librarian	$26,347	$31,905	$36,105	$48,672	$37,536	447
203.50 Reference Librarian	$25,000	$29,135	$32,066	$39,515	$32,519	716
204.00 Dir Instit Research	$37,800	$40,951	$48,536	$59,388	$49,589	540
204.10 Assc Dir Inst Res	$23,926	$28,000	$35,000	$43,175	$37,800	123
205.00 Dir Educ Media Serv	$29,278	$29,557	$35,427	$49,705	$36,080	507
206.00 Dir Learning Res Ctr	$34,180	$35,840	$41,560	$47,849	$39,090	417
207.00 Dir Internatl Std Ed	$21,773	$38,924	$42,230	$56,700	$49,980	221
208.00 Dir Comp Ctr Opr/Acad	$33,842	$39,263	$48,637	$69,847	$49,296	434
208.10 Assc Dir CC Opr/Acad	$30,682	$29,655	$35,526	$53,994	$42,171	161
209.00 Admn Grants-Contract	$32,708	$33,076	$40,796	$60,102	$48,236	444
210.00 Dean,Architecture	*	$80,000	$65,000	$96,216	$92,229	61
211.00 Dean,Agriculture	$49,144	$62,000	$65,000	$102,000	$91,056	80
212.00 Dean,Arts & Letters	$45,683	$51,958	$62,544	$86,364	$68,602	110
213.00 Dean,Arts & Sciences	$49,617	$55,316	$70,820	$92,850	$74,095	395
214.00 Dean,Business	$44,658	$53,103	$71,495	$102,365	$73,734	627
215.00 Dean,Communications	$35,000	$45,272	$62,851	$90,610	$61,142	96
216.00 Dean,Continuing Ed	$45,000	$48,575	$60,356	$74,393	$56,722	521
217.00 Dean,Dentistry	*	$55,028	*	$125,927	$123,502	42
218.00 Dean,Education	$39,615	$51,800	$67,092	$84,822	$72,450	396
219.00 Dean,Engineering	$46,457	$54,340	$67,869	$110,397	$97,000	246
221.00 Dean,Extension	$42,035	$55,249	$65,005	$91,380	$63,800	81
222.00 Dean,Fine Arts	$35,500	$48,149	$65,675	$86,000	$68,180	172
223.00 Dean,Graduate Program	$44,905	$49,845	$64,392	$87,380	$71,703	383
224.00 Dean,Hlth-Rltd Prof	$48,547	$50,959	$65,000	$85,800	$65,444	203
225.00 Dean,Home Economics	$55,537	$60,500	$57,391	$92,684	$81,756	45
226.00 Dean,Humanities	$42,100	$48,412	$57,056	$85,150	$52,946	197
227.00 Dean,Instruction	$44,178	$56,868	$61,807	$75,007	$57,000	47
228.00 Dean,Law	$100,000	$68,500	$124,000	$133,164	$129,000	120
229.00 Dean,Lib & Inf Sci	$46,392	$52,940	$62,400	$81,331	$68,967	73
230.00 Dean,Mathematics	$41,264	$46,522	$60,222	$71,343	$53,393	91
231.00 Dean,Medicine	*	$104,600	$154,349	$185,000	$182,624	70
232.00 Dean,Music	$28,908	$46,150	$59,787	$85,634	$69,498	71
233.00 Dean,Nursing	$46,560	$48,700	$64,240	$89,760	$67,250	275
234.00 Dean,Occ Std/Voc Ed	$48,300	$54,637	$65,545	$72,888	$59,611	188
235.00 Dean,Pharmacy	*	$65,750	$86,060	$101,228	$99,535	52
236.00 Dean,Public Health	*	*	$65,005	$137,000	$136,201	16
237.00 Dean,Sciences	$42,993	$51,046	$62,544	$94,140	$61,290	242
238.00 Dean,Social Sciences	$39,857	$47,838	$56,616	$85,000	$54,471	179
239.00 Dean,Social Work	$23,693	$47,556	$65,975	$94,448	$86,408	66
240.00 Dean,Special Programs	$37,121	$44,763	$59,412	$70,991	$48,213	104
241.00 Dean,Undergrad Prog	$48,000	$50,000	$62,011	$84,800	$66,025	100
242.00 Dean,Veterinary Sci	*	$51,852	*	$116,500	$115,838	22
ADMINISTRATIVE						
301.00 Chief Business Off	$52,008	$66,023	$80,000	$99,450	$72,040	1135
301.01 Chief Admin Off	$52,043	$59,814	$70,000	$88,503	$68,800	240
301.02 Chief Financial Off	$42,770	$54,687	$66,000	$83,318	$66,635	416
301.10 Dir Env Health-Safety	$27,335	$31,758	$38,460	$53,275	$47,751	214
301.20 Dir Telecommunic	$34,576	$31,900	$39,168	$52,313	$46,896	320
302.00 Chief Planning Off	$45,685	$52,229	$61,569	$74,711	$63,763	174
303.00 Chief Budgeting Off	$32,271	$42,671	$50,635	$63,340	$55,930	386
303.10 Assc Budget Dir	$34,387	$32,600	$42,060	$50,661	$45,000	191
304.00 Chief Plan-Budgt Off	$51,990	$55,879	$57,500	$80,000	$71,374	81
305.00 General Counsel	$60,970	$59,740	$59,823	$82,722	$77,750	209
305.10 Staff Attorneys	$56,078	$48,712	$45,600	$56,103	$55,890	114
306.00 Chf Personnel/HR Off	$32,400	$39,283	$50,264	$66,957	$52,102	823
306.10 Assc Dir Pers/HR	$24,121	$30,800	$35,535	$47,760	$40,775	311
306.20 Manager Benefits	$27,915	$25,000	$30,000	$37,917	$33,771	366
306.30 Manager Training-Dev	$35,501	$27,523	$35,747	$39,788	$38,737	152
306.40 Manager Empl Relatns	$34,844	$35,429	$35,713	$43,714	$42,637	78
306.50 Manager Labor Rel	*	*	$48,611	$54,335	$53,805	56
306.60 Manager Employment	$29,932	$27,878	$29,800	$39,031	$34,428	240
306.70 Mgr Wage-Sal/Mgr,Comp	$26,000	$26,887	$29,229	$39,962	$37,615	196
306.80 Mgr Personnel Inf Sys	$34,190	$23,720	$28,663	$42,100	$37,702	136
307.00 Dir AA/EEO	$46,017	$42,649	$45,800	$56,080	$52,500	320
307.10 Assc Dir AA/EEO	$16,000	$23,202	$39,742	$39,000	$39,000	67
308.00 Dir Pers-AA	$31,685	$37,254	$46,926	$61,400	$41,000	213
309.00 Chief Inform Sys Off	$38,440	$47,578	$59,461	$76,000	$58,410	671
309.10 Assc Dir Computer Ctr	$25,621	$35,000	$43,798	$59,688	$47,227	250
309.20 Data Base Admin	$24,245	$32,095	$38,929	$48,984	$43,563	217
309.30 Sys Analyst I-Hi	$30,000	$32,099	$38,329	$43,750	$39,679	437
309.40 Sys Analyst II-Lo	$22,300	$26,450	$30,350	$35,110	$33,162	264
309.50 Prog Analyst I-Hi	$26,600	$29,987	$32,923	$36,748	$33,513	586
309.60 Prog Analyst II-Lo	$22,658	$25,375	$27,872	$28,376	$27,574	477
310.00 Dir Comp Ctr Opr/Ad	$35,000	$38,987	$50,051	$65,843	$49,451	545

*3 cases or less

TABLE 1
MEDIAN SALARY BY BUDGET QUARTILES FOR ALL INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR ALL INSTITUTIONS				ALL INSTITUTIONS	ALL INSTITUTIONS
	QUARTILE 1 $10.5 MIL OR LESS	QUARTILE 2 $10.5-$21.9 MIL	QUARTILE 3 $21.9-$58 MIL	QUARTILE 4 $58 MIL OR MORE	MEDIAN BUDGET $21.9 MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
310.10 Assc Dir Comp Ctr	$23,511	$29,763	$43,643	$54,677	$43,959	195
312.00 Chf Phys Plnt/Fac	$33,705	$43,566	$53,810	$70,000	$50,915	1105
312.10 Assc Dir Phys Plnt	$27,925	$32,703	$41,497	$54,610	$42,302	494
312.20 Mgr Landscape/Grnds	$23,313	$26,875	$31,001	$38,702	$32,151	541
312.30 Mgr Bldg Mnt Trades	$25,191	$29,427	$35,606	$42,073	$36,864	422
312.40 Mgr Tech Trades	$30,033	$29,872	$34,684	$42,300	$38,266	216
312.50 Mgr Custodial Srv	$22,000	$25,200	$31,000	$37,705	$31,430	600
312.60 Mgr Power Plant	$24,559	$33,126	$37,787	$43,519	$39,742	254
313.00 Comptroller	$34,533	$41,988	$53,000	$68,660	$50,400	756
313.10 Manager Payroll	$20,653	$25,149	$28,708	$38,217	$31,378	602
314.00 Dir Accounting	$29,606	$34,300	$42,446	$51,455	$42,951	520
314.10 Staff Accountant-Hi	$24,478	$28,500	$31,600	$34,017	$30,654	622
314.20 Staff Accountant-Lo	$18,600	$22,550	$25,424	$25,629	$24,719	471
315.00 Bursar	$23,187	$32,300	$35,200	$47,050	$37,566	405
315.10 Assc Bursar	$22,872	$20,202	$28,694	$35,716	$30,675	110
316.00 Dir Purchasing	$25,608	$31,550	$37,558	$50,560	$40,000	698
316.10 Assc Dir Purchasing	$20,185	$25,449	$28,840	$42,581	$36,645	205
317.00 Dir Bookstore	$22,204	$27,338	$35,439	$46,316	$30,334	696
317.10 Assc Dir Bookstore	$17,960	$20,108	$24,740	$31,480	$25,655	189
318.00 Dir Internal Audit	$33,300	$34,770	$39,420	$55,090	$48,200	318
319.00 Dir Aux Services	$31,511	$35,693	$48,398	$62,550	$50,120	321
319.10 Mgr Mail Services	$15,860	$18,288	$22,701	$29,489	$23,934	519
320.00 Dir Campus Security	$22,944	$28,100	$37,215	$51,193	$38,221	811
321.00 Dir Risk Mgt/Ins	$48,508	$22,802	$44,640	$56,505	$52,761	149
322.00 Admin Hosp Med Ctr	$36,406	*	$104,263	$155,854	$146,892	42
322.10 Dir Med Ctr Pub Rel	*	$64,636	$51,044	$61,566	$62,029	46
322.20 Dir Med Ctr Pers	*	*	$35,773	$71,000	$70,000	33
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$46,500	$60,000	$73,839	$92,469	$66,992	821
401.10 Dir Annual Giving	$30,080	$32,000	$37,142	$43,717	$36,789	513
401.20 Dir Corp/Fndtn Rel	$30,000	$36,551	$44,150	$51,550	$44,320	360
401.30 Coord Res Dev	$26,143	$28,896	$33,338	$35,200	$32,086	224
401.40 Dir Estate Pln	$36,050	$38,764	$51,472	$56,559	$49,200	194
402.00 Chf Public Rel Off	$30,442	$37,000	$47,417	$64,945	$46,000	698
402.10 Dir Gov/Leg Rel	$64,249	$33,192	$53,249	$71,089	$67,880	154
403.00 Chf Dev/Pub Rel Off	$41,026	$51,703	$71,000	$90,000	$73,284	232
404.00 Dir Alumni Affairs	$26,000	$30,030	$38,700	$49,008	$37,698	741
405.00 Dir Dev/Alumni Aff	$36,370	$40,000	$49,965	$60,651	$47,150	138
406.00 Dir Spec/Defer Gifts	$26,620	$38,850	$48,120	$58,000	$48,286	175
407.00 Dir Church Relations	$34,949	$36,338	$41,215	$55,538	$38,000	88
408.00 Dir Community Serv	$38,473	$40,400	$44,248	$49,776	$42,318	167
409.00 Dir Publications	$26,539	$31,890	$36,124	$44,878	$37,864	448
409.10 Assc Dir Publicatns	$21,000	$24,390	$29,675	$36,430	$29,675	171
409.20 Mgr Printing Srv	$21,940	$24,217	$29,913	$39,189	$31,689	470
410.00 Dir Info Office	$28,426	$32,115	$39,538	$49,806	$37,581	379
411.00 Dir News Bureau	$21,112	$22,260	$31,200	$41,352	$34,500	253
STUDENT SERVICES						
501.00 Chf Student Aff Off	$45,920	$55,188	$67,050	$86,076	$63,000	1060
501.50 Dean of Students	$41,669	$46,621	$50,724	$62,000	$51,433	490
502.00 Chief Admissions Off	$35,400	$42,114	$50,950	$59,696	$47,124	877
502.10 Assc Dir Admissions	$25,530	$28,000	$34,095	$40,091	$33,044	688
502.20 Admissions Counselor	$20,962	$21,258	$22,758	$25,169	$22,542	766
502.30 Academic Advisor	$29,522	$28,106	$30,800	$27,481	$28,500	317
503.00 Dir Adm & Registrar	$39,459	$42,849	$52,000	$65,070	$47,513	195
504.00 Registrar	$30,000	$35,650	$45,155	$55,483	$41,520	1052
504.10 Assc Registrar	$20,545	$25,000	$31,580	$40,790	$33,811	407
504.20 Asst Registrar	$18,414	$22,578	$26,851	$32,979	$26,800	419
505.00 Dir Adm/Fin Aid	$40,376	$51,515	$60,400	$74,460	$51,515	115
506.00 Dir Student Fin Aid	$30,000	$36,361	$43,017	$53,833	$40,500	1213
506.10 Assc Dir Std Fin Aid	$22,041	$24,980	$29,789	$38,000	$30,114	651
507.00 Dir Food Services	$24,250	$33,482	$42,632	$53,793	$41,196	308
507.10 Assc Dir Food Serv	$19,840	$24,886	$31,200	$43,916	$32,931	148
508.00 Dir Residence Halls	$22,678	$27,998	$36,442	$50,531	$36,674	586
508.10 Assc Dir Std Housing	$29,080	$20,137	$27,657	$39,270	$32,730	245
508.20 Housing Off/Adm Opr	$20,881	$24,250	$30,000	$38,280	$33,314	168
508.30 Housing Off/Res Life	$19,480	$24,261	$24,989	$35,647	$27,840	307
509.00 Dir Union/Std Act	$25,591	$27,117	$36,847	$49,889	$40,400	186
510.00 Dir Foreign Students	$26,255	$28,750	$31,668	$39,000	$34,909	273
511.00 Dir Student Union	$24,000	$33,747	$38,316	$48,500	$41,445	225
511.10 Assc Dir Std Union	$21,000	$24,542	$28,080	$36,094	$33,650	134
512.00 Dir Std Activities	$24,069	$27,000	$31,800	$40,574	$30,902	660
513.00 Dir Career Dev-Plcmt	$28,060	$31,414	$38,678	$47,950	$37,553	894
514.00 Dir Std Counseling	$31,815	$35,270	$44,928	$53,400	$43,401	782
514.10 Assc Dir Std Cnslg	$26,398	$30,533	$33,000	$43,480	$37,762	182
515.00 Dir Std Hlth-Physicn	$28,245	$41,000	$76,632	$83,760	$81,994	235
516.00 Dir Std Hlth-Nurse	$21,500	$24,921	$31,377	$42,181	$30,084	533
517.00 Dir Campus Ministries	$26,538	$29,350	$36,235	$43,822	$32,067	320
518.00 Dir Athletics	$33,456	$41,600	$54,500	$76,655	$51,892	834
519.00 Dir Sports Info	$19,570	$22,150	$26,500	$34,399	$28,750	476
520.00 Dir Athletics/Men	$40,800	$34,720	$46,780	$60,427	$50,775	64
521.00 Dir Athletics/Women	$23,662	$30,521	$39,234	$51,492	$42,000	135
522.00 Dir Campus Rec	$20,943	$26,184	$30,900	$42,679	$33,716	401
523.00 Chief Enrollment Mgmt	$45,167	$51,190	$60,252	$68,400	$57,100	205
524.00 Dir Minority Affairs	$29,500	$30,000	$35,380	$46,380	$38,960	318
525.00 Dir Conferences	$26,765	$29,573	$32,544	$45,221	$36,545	256

*3 cases or less

TABLE 2
MEDIAN SALARY BY BUDGET QUARTILES FOR PUBLIC INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR PUBLIC INSTITUTIONS				PUBLIC INSTITUTIONS	PUBLIC INSTITUTIONS
	QUARTILE 1 $12.2 MIL OR LESS	QUARTILE 2 $12.2-$30.2 MIL	QUARTILE 3 $30.2-$91.3 MIL	QUARTILE 4 $91.3 MIL OR MORE	MEDIAN BUDGET $30.2 MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$80,736	$89,571	$104,832	$139,055	$110,313	117
101.10 Asst to Ceo/System	$49,363	$51,509	$51,300	$74,664	$66,809	59
102.00 Ceo / Single Inst	$78,000	$91,375	$101,974	$129,583	$96,040	639
102.10 Asst to Ceo/Single	$36,819	$47,898	$56,428	$64,480	$54,830	285
103.00 Exec Vice Pres	$64,138	$71,638	$85,731	$106,250	$81,499	111
ACADEMIC						
201.00 Chief Acad Off	$60,067	$72,340	$85,000	$110,000	$78,292	673
202.00 Chf Hlth Prof Off	$43,396	$52,183	$81,334	$158,004	$114,200	52
203.00 Dir Library Serv	$38,265	$49,686	$60,000	$82,348	$56,547	542
203.10 Circulatn Librarian	$29,270	$30,280	$31,321	$35,836	$33,365	255
203.20 Acquistns Librarian	$30,348	$31,902	$34,585	$41,299	$36,928	258
203.30 Tech Serv Librarian	$27,384	$34,336	$39,489	$51,500	$39,673	314
203.40 Public Serv Librarian	$28,360	$35,966	$40,056	$50,450	$41,375	241
203.50 Reference Librarian	$28,856	$32,987	$36,430	$40,045	$36,228	334
204.00 Dir Instit Research	$38,500	$45,000	$49,944	$60,960	$51,390	378
204.10 Assc Dir Inst Res	$23,926	$35,306	$37,452	$45,342	$39,987	82
205.00 Dir Educ Media Serv	$31,177	$36,248	$43,297	$56,026	$44,000	273
206.00 Dir Learning Res Ctr	$40,653	$47,332	$49,151	$52,513	$46,503	243
207.00 Dir Internatl Std Ed	$20,595	$48,874	$51,258	$59,647	$55,729	125
208.00 Dir Comp Ctr Opr/Acad	$36,747	$44,076	$52,336	$71,312	$54,575	202
208.10 Assc Dir CC Opr/Acad	$34,819	$33,071	$44,221	$58,726	$47,743	80
209.00 Admn Grants-Contract	$38,132	$40,000	$48,101	$63,600	$53,000	298
210.00 Dean,Architecture	*	*	$67,250	$92,477	$91,975	46
211.00 Dean,Agriculture	$50,198	$63,297	$67,750	$104,850	$91,972	77
212.00 Dean,Arts & Letters	$52,000	$57,760	$69,654	$94,608	$68,852	90
213.00 Dean,Arts & Sciences	$50,227	$63,075	$72,795	$95,978	$72,805	264
214.00 Dean,Business	$47,821	$58,056	$75,000	$105,000	$72,917	431
215.00 Dean,Communications	$42,028	$49,998	$63,484	$91,635	$66,600	61
216.00 Dean,Continuing Ed	$48,039	$54,070	$62,948	$77,900	$59,017	346
217.00 Dean,Dentistry	*	$55,028	$106,395	$120,623	$120,000	31
218.00 Dean,Education	$54,400	$62,096	$72,332	$90,852	$75,345	279
219.00 Dean,Engineering	$47,750	$61,300	$75,456	$111,624	$96,600	181
221.00 Dean,Extension	$43,386	$56,854	$65,005	$98,304	$63,800	65
222.00 Dean,Fine Arts	$47,408	$53,300	$68,856	$87,908	$72,678	114
223.00 Dean,Graduate Program	$51,482	$60,240	$68,598	$88,997	$77,360	225
224.00 Dean,Hlth-Rltd Prof	$48,083	$54,000	$68,718	$90,039	$67,100	179
225.00 Dean,Home Economics	*	$56,690	$65,330	$92,989	$82,966	37
226.00 Dean,Humanities	$49,073	$55,578	$68,000	$89,618	$58,916	120
227.00 Dean,Instruction	$48,682	$59,677	$71,732	$70,024	$57,276	39
228.00 Dean,Law	$44,699	*	$102,929	$122,703	$120,000	61
229.00 Dean,Lib & Inf Sci	$56,355	$54,608	$64,402	$82,955	$67,803	62
230.00 Dean,Mathematics	$43,632	$57,399	$60,277	$91,865	$57,366	64
231.00 Dean,Medicine	$89,837	*	$154,000	$182,687	$173,495	51
232.00 Dean,Music	$63,714	$56,978	$65,124	$86,236	$84,270	24
233.00 Dean,Nursing	$46,891	$50,363	$68,327	$95,000	$70,600	181
234.00 Dean,Occ Std/Voc Ed	$48,226	$57,500	$67,946	$77,085	$59,643	181
235.00 Dean,Pharmacy	*	$75,895	$78,620	$106,900	$102,936	42
236.00 Dean,Public Health	*	*	$65,005	$130,000	$128,140	12
237.00 Dean,Sciences	$49,128	$54,784	$70,685	$100,800	$67,400	169
238.00 Dean,Social Sciences	$48,291	$53,693	$70,910	$95,294	$59,643	119
239.00 Dean,Social Work	*	$50,838	$68,046	$95,083	$89,940	45
240.00 Dean,Special Programs	$39,774	$49,449	$64,280	$53,750	$51,694	66
241.00 Dean,Undergrad Prog	$48,000	$55,480	$64,508	$79,193	$73,368	45
242.00 Dean,Veterinary Sci	*	$51,852	$101,035	$116,500	$115,176	19
ADMINISTRATIVE						
301.00 Chief Business Off	$55,876	$68,600	$81,516	$98,000	$73,446	616
301.01 Chief Admin Off	$54,385	$63,835	$74,100	$92,207	$73,461	139
301.02 Chief Financial Off	$45,000	$54,663	$68,370	$82,690	$68,370	226
301.10 Dir Env Health-Safety	$42,000	$36,923	$42,261	$53,487	$47,685	161
301.20 Dir Telecommunic	$37,507	$37,114	$44,674	$58,008	$48,881	216
302.00 Chief Planning Off	$56,493	$56,413	$64,480	$78,550	$64,876	115
303.00 Chief Budgeting Off	$37,615	$44,081	$50,941	$65,561	$56,000	270
303.10 Assc Budget Dir	$35,004	$42,040	$39,440	$52,560	$46,260	134
304.00 Chief Plan-Budgt Off	$57,847	$52,800	$63,100	$80,953	$72,427	61
305.00 General Counsel	$75,970	$55,770	$60,008	$79,853	$75,000	145
305.10 Staff Attorneys	$56,393	$45,600	$42,919	$53,844	$53,500	77
306.00 Chf Personnel/HR Off	$35,604	$45,904	$52,972	$70,500	$55,850	479
306.10 Assc Dir Pers/HR	$24,000	$37,500	$39,375	$50,697	$44,119	200
306.20 Manager Benefits	$23,323	$27,336	$31,188	$40,481	$34,101	229
306.30 Manager Training-Dev	$35,501	$26,132	$36,065	$39,788	$37,599	120
306.40 Manager Empl Relatns	*	$37,284	$35,713	$42,725	$42,182	54
306.50 Manager Labor Rel	*	$45,649	$47,129	$53,805	$51,573	47
306.60 Manager Employment	$33,864	$30,101	$31,348	$40,847	$35,400	165
306.70 Mgr Wage-Sal/Mgr,Comp	$30,000	$30,197	$29,970	$39,563	$37,574	138
306.80 Mgr Personnel Inf Sys	$37,026	$29,328	$34,847	$42,224	$38,991	88
307.00 Dir AA/EEO	$40,600	$47,523	$45,136	$57,988	$52,344	263
307.10 Assc Dir AA/EEO	*	$33,828	$40,757	$38,772	$39,000	51
308.00 Dir Pers-AA	$36,014	$44,178	$49,631	$65,776	$44,092	136
309.00 Chief Inform Sys Off	$42,064	$50,800	$62,997	$78,300	$60,876	404
309.10 Assc Dir Computer Ctr	$34,608	$43,742	$48,546	$61,162	$52,278	142
309.20 Data Base Admin	$44,112	$39,777	$41,253	$51,733	$45,159	138
309.30 Sys Analyst I-Hi	$30,494	$37,873	$40,329	$44,203	$41,060	277
309.40 Sys Analyst II-Lo	$29,066	$31,114	$32,973	$34,878	$33,667	178
309.50 Prog Analyst I-Hi	$29,340	$30,666	$34,099	$35,943	$33,732	343
309.60 Prog Analyst II-Lo	$25,024	$27,759	$28,117	$28,274	$27,949	288
310.00 Dir Comp Ctr Opr/Ad	$38,388	$47,500	$54,288	$69,188	$53,752	262

*3 cases or less

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	QUARTILE 1 $12.2 MIL OR LESS	QUARTILE 2 $12.2-$30.2 MIL	QUARTILE 3 $30.2-$91.3 MIL	QUARTILE 4 $91.3 MIL OR MORE	MEDIAN BUDGET $30.2 MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
310.10 Assc Dir Comp Ctr	$31,649	$37,000	$44,220	$57,211	$48,548	95
312.00 Chf Phys Plnt/Fac	$37,000	$48,002	$56,451	$73,425	$53,533	602
312.10 Assc Dir Phys Plnt	$29,363	$37,185	$43,414	$58,072	$44,713	290
312.20 Mgr Landscape/Grnds	$23,475	$28,188	$31,464	$38,619	$32,899	305
312.30 Mgr Bldg Mnt Trades	$24,750	$33,035	$35,941	$43,422	$37,353	241
312.40 Mgr Tech Trades	$31,267	$30,311	$35,220	$43,125	$39,130	117
312.50 Mgr Custodial Srv	$23,815	$26,713	$32,000	$38,380	$32,748	341
312.60 Mgr Power Plant	$23,330	$36,611	$36,617	$44,431	$39,645	181
313.00 Comptroller	$36,750	$47,744	$55,300	$69,090	$53,373	358
313.10 Manager Payroll	$22,925	$28,124	$31,421	$40,051	$33,970	345
314.00 Dir Accounting	$33,390	$37,219	$43,697	$54,250	$45,000	318
314.10 Staff Accountant-Hi	$26,360	$32,762	$33,467	$33,075	$32,000	343
314.20 Staff Accountant-Lo	$22,818	$25,291	$26,097	$25,187	$25,308	272
315.00 Bursar	$29,717	$36,345	$38,554	$49,325	$41,256	208
315.10 Assc Bursar	$26,370	$28,055	$32,800	$36,030	$33,192	54
316.00 Dir Purchasing	$26,154	$36,163	$41,958	$54,970	$42,529	451
316.10 Assc Dir Purchasing	$21,000	$28,737	$30,249	$46,193	$38,080	151
317.00 Dir Bookstore	$24,132	$33,010	$39,532	$46,720	$35,489	360
317.10 Assc Dir Bookstore	$19,529	$21,900	$29,077	$32,958	$28,821	116
318.00 Dir Internal Audit	$32,699	$35,100	$43,848	$55,000	$47,151	237
319.00 Dir Aux Services	$34,656	$45,703	$49,704	$64,350	$52,500	193
319.10 Mgr Mail Services	$16,094	$23,742	$24,188	$30,100	$26,296	246
320.00 Dir Campus Security	$24,466	$34,409	$41,102	$55,701	$42,765	423
321.00 Dir Risk Mgt/Ins	$48,508	$39,040	$47,093	$53,867	$50,300	101
322.00 Admin Hosp Med Ctr	*	*	$118,069	$157,927	$152,651	30
322.10 Dir Med Ctr Pub Rel	*	*	$59,278	$60,830	$60,830	28
322.20 Dir Med Ctr Pers	*	$36,526	*	$71,000	$70,500	20
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$43,996	$57,364	$69,392	$92,754	$66,955	316
401.10 Dir Annual Giving	$32,389	$32,310	$37,591	$42,193	$39,144	142
401.20 Dir Corp/Fndtn Rel	$32,753	$45,319	$53,535	$50,000	$48,093	111
401.30 Coord Res Dev	$27,540	$32,568	$28,524	$35,571	$32,547	64
401.40 Dir Estate Pln	*	$34,120	$37,255	$55,784	$52,520	38
402.00 Chf Public Rel Off	$33,707	$43,784	$50,940	$68,134	$51,916	320
402.10 Dir Gov/Leg Rel	$64,249	$35,498	$63,148	$70,162	$68,500	119
403.00 Chf Dev/Pub Rel Off	$37,531	$50,930	$72,000	$88,584	$72,109	130
404.00 Dir Alumni Affairs	$21,970	$31,000	$38,930	$50,766	$42,347	280
405.00 Dir Dev/Alumni Aff	$33,641	$43,680	$49,965	$72,202	$48,120	66
406.00 Dir Spec/Defer Gifts	*	$30,000	$55,380	$54,000	$53,643	36
407.00 Dir Church Relations	*	*	*	*	*	1
408.00 Dir Community Serv	$38,798	$44,768	$51,820	$54,786	$45,179	122
409.00 Dir Publications	$30,680	$35,016	$37,725	$44,903	$40,460	201
409.10 Assc Dir Publicatns	$22,186	$31,520	$35,263	$36,430	$34,353	58
409.20 Mgr Printing Srv	$23,652	$28,175	$32,427	$42,444	$34,350	282
410.00 Dir Info Office	$29,526	$35,600	$42,327	$52,900	$40,000	228
411.00 Dir News Bureau	$22,321	$28,942	$34,000	$41,856	$37,115	130
STUDENT SERVICES						
501.00 Chf Student Aff Off	$50,736	$62,622	$73,369	$89,438	$67,291	575
501.50 Dean of Students	$49,799	$52,080	$54,675	$64,605	$56,384	232
502.00 Chief Admissions Off	$38,170	$43,392	$50,500	$58,571	$48,680	393
502.10 Assc Dir Admissions	$27,790	$31,800	$35,136	$40,181	$35,491	262
502.20 Admissions Counselor	$26,250	$25,417	$24,975	$25,644	$25,515	313
502.30 Academic Advisor	$31,807	$31,465	$27,445	$28,445	$29,214	187
503.00 Dir Adm & Registrar	$41,059	$45,000	$52,710	$68,486	$48,460	173
504.00 Registrar	$34,616	$45,130	$48,595	$58,226	$48,339	455
504.10 Assc Registrar	$25,958	$32,372	$35,500	$41,189	$38,025	204
504.20 Asst Registrar	$22,492	$27,569	$30,400	$34,338	$30,746	185
505.00 Dir Adm/Fin Aid	$41,876	$49,900	$51,000	$76,473	$48,784	25
506.00 Dir Student Fin Aid	$33,358	$41,248	$45,000	$54,260	$43,704	621
506.10 Assc Dir Std Fin Aid	$25,118	$29,827	$33,658	$40,265	$34,441	310
507.00 Dir Food Services	$25,500	$35,425	$41,121	$52,735	$42,000	164
507.10 Assc Dir Food Serv	$18,881	$22,530	$31,180	$44,310	$36,423	70
508.00 Dir Residence Halls	$26,947	$36,163	$41,305	$54,590	$43,896	280
508.10 Assc Dir Std Housing	$32,040	$31,740	$32,000	$42,424	$36,088	130
508.20 Housing Off/Adm Opr	$24,793	$30,750	$31,380	$40,318	$37,768	101
508.30 Housing Off/Res Life	$17,300	$24,261	$28,461	$38,407	$30,600	149
509.00 Dir Union/Std Act	$26,082	$39,475	$46,308	$50,146	$45,994	99
510.00 Dir Foreign Students	$29,000	$38,246	$35,540	$41,690	$38,470	139
511.00 Dir Student Union	$31,045	$37,129	$41,159	$51,705	$43,663	160
511.10 Assc Dir Std Union	*	$29,647	$31,430	$37,400	$35,243	102
512.00 Dir Std Activities	$27,316	$31,930	$37,380	$43,886	$35,475	348
513.00 Dir Career Dev-Plcmt	$32,502	$37,255	$41,729	$51,484	$41,774	437
514.00 Dir Std Counseling	$36,412	$43,700	$48,947	$56,500	$48,300	435
514.10 Assc Dir Std Cnslg	$29,244	$31,285	$37,762	$46,471	$41,100	106
515.00 Dir Std Hlth-Physicn	$35,545	$65,832	$74,050	$82,617	$80,238	164
516.00 Dir Std Hlth-Nurse	$24,560	$28,203	$34,302	$43,272	$34,300	191
517.00 Dir Campus Ministries	*	$22,496	$31,000	$36,567	$30,491	8
518.00 Dir Athletics	$39,632	$48,500	$58,143	$87,130	$58,200	387
519.00 Dir Sports Info	$18,500	$25,563	$28,813	$38,000	$32,436	233
520.00 Dir Athletics/Men	$41,000	$33,506	$48,882	$65,905	$57,104	37
521.00 Dir Athletics/Women	$36,026	$31,693	$40,973	$56,693	$48,841	69
522.00 Dir Campus Rec	$23,000	$29,632	$34,641	$47,030	$37,431	235
523.00 Chief Enrollment Mgmt	$45,167	$50,600	$60,200	$69,709	$55,000	85
524.00 Dir Minority Affairs	$26,973	$36,027	$35,652	$48,057	$40,000	163
525.00 Dir Conferences	$30,258	$35,320	$33,352	$48,450	$41,822	120

*3 cases or less

TABLE 3
MEDIAN SALARY BY BUDGET QUARTILES FOR PRIVATE/NON-RELIGIOUS INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR PRIV/NON-REL INSTITUTIONS				PRIV/NON-REL INSTITUTIONS	PRIV/NON-REL INSTITUTIONS
	QUARTILE 1 $11 MIL OR LESS	QUARTILE 2 $11-$22 MIL	QUARTILE 3 $22-$53.4 MIL	QUARTILE 4 $53.4 MIL OR MORE	MEDIAN BUDGET $22 MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$91,750	$112,032	$146,016	$157,500	$126,000	20
101.10 Asst to Ceo/System	*	$28,300	$80,754	$46,145	$41,690	5
102.00 Ceo / Single Inst	$85,033	$112,250	$140,000	$175,145	$120,000	327
102.10 Asst to Ceo/Single	$34,600	$40,000	$45,500	$60,112	$45,000	169
103.00 Exec Vice Pres	$67,216	$79,328	$97,240	$135,510	$101,549	55
ACADEMIC						
201.00 Chief Acad Off	$60,000	$75,000	$93,250	$130,000	$82,452	325
202.00 Chf Hlth Prof Off	$50,197	$52,561	$91,624	$265,000	$93,912	18
203.00 Dir Library Serv	$34,000	$43,264	$53,910	$73,000	$50,000	309
203.10 Circulatn Librarian	$20,909	$25,500	$28,034	$33,500	$28,730	136
203.20 Acquistns Librarian	$24,146	$27,628	$34,512	$39,845	$34,190	131
203.30 Tech Serv Librarian	$26,215	$27,646	$34,699	$45,200	$34,200	203
203.40 Public Serv Librarian	$32,270	$28,529	$36,228	$47,082	$36,324	116
203.50 Reference Librarian	$24,200	$28,320	$30,000	$39,455	$30,949	201
204.00 Dir Instit Research	$36,000	$40,712	$42,500	$56,000	$47,000	85
204.10 Assc Dir Inst Res	*	$24,700	$37,640	$36,524	$36,507	27
205.00 Dir Educ Media Serv	$28,618	$26,125	$33,600	$41,702	$33,610	121
206.00 Dir Learning Res Ctr	$28,250	$30,102	$34,518	$42,230	$33,131	89
207.00 Dir Internatl Std Ed	$28,000	$33,150	$41,865	$54,600	$42,587	54
208.00 Dir Comp Ctr Opr/Acad	$32,960	$37,850	$48,275	$68,745	$48,519	137
208.10 Assc Dir CC Opr/Acad	$34,182	$25,646	$35,000	$54,235	$38,000	51
209.00 Admn Grants-Contract	$26,545	$32,000	$37,262	$58,300	$44,250	94
210.00 Dean,Architecture	*	$80,000	$66,000	$111,300	$99,700	15
211.00 Dean,Agriculture	*	*	*	*	*	3
212.00 Dean,Arts & Letters	$36,750	$72,000	$55,900	$90,000	$66,288	11
213.00 Dean,Arts & Sciences	$41,013	$51,000	$72,150	$99,698	$80,900	82
214.00 Dean,Business	$36,000	$54,000	$84,738	$120,000	$85,475	112
215.00 Dean,Communications	$49,192	$45,301	$74,928	$101,200	$70,000	15
216.00 Dean,Continuing Ed	$42,889	$44,000	$61,000	$80,650	$56,135	103
217.00 Dean,Dentistry	*	*	*	$138,425	$138,425	6
218.00 Dean,Education	$37,500	$51,342	$61,717	$80,328	$62,359	58
219.00 Dean,Engineering	$27,000	$60,500	$65,000	$119,625	$102,000	49
221.00 Dean,Extension	*	$51,827	$32,722	$96,850	$89,800	6
222.00 Dean,Fine Arts	$36,679	$51,793	$62,033	$96,750	$62,604	31
223.00 Dean,Graduate Program	$43,700	$54,500	$66,000	$98,144	$68,450	84
224.00 Dean,Hlth-Rltd Prof	$51,462	$51,438	$64,010	$81,650	$63,482	19
225.00 Dean,Home Economics	$55,537	*	*	$95,500	$75,519	4
226.00 Dean,Humanities	$33,500	$48,118	$50,800	$106,042	$49,820	37
227.00 Dean,Instruction	*	$51,036	*	$74,895	$64,686	4
228.00 Dean,Law	$152,000	*	$127,000	$156,250	$150,000	38
229.00 Dean,Lib & Inf Sci	$29,705	*	*	$95,488	$89,000	7
230.00 Dean,Mathematics	$61,801	$38,656	$77,417	$64,445	$62,001	10
231.00 Dean,Medicine	*	$119,362	*	$220,000	$219,750	14
232.00 Dean,Music	*	$43,706	$76,892	$82,500	$75,985	23
233.00 Dean,Nursing	$53,400	$51,008	$64,735	$100,615	$64,735	45
234.00 Dean,Occ Std/Voc Ed	$56,001	$47,235	$75,500	*	$56,001	6
235.00 Dean,Pharmacy	*	$65,750	$90,750	$95,782	$92,117	8
236.00 Dean,Public Health	*	*	*	*	*	3
237.00 Dean,Sciences	$32,500	$46,981	$58,597	$88,500	$58,000	36
238.00 Dean,Social Sciences	$45,045	$42,547	$50,675	$81,792	$48,706	27
239.00 Dean,Social Work	$26,020	$60,055	$85,200	$104,500	$93,150	12
240.00 Dean,Special Programs	$37,048	$42,071	$54,855	$79,311	$50,660	18
241.00 Dean,Undergrad Prog	$34,711	$48,750	$70,000	$89,750	$73,537	30
242.00 Dean,Veterinary Sci	*	*	*	*	*	3
ADMINISTRATIVE						
301.00 Chief Business Off	$52,000	$76,440	$96,305	$121,850	$81,851	266
301.01 Chief Admin Off	$42,229	$60,542	$70,000	$90,600	$71,500	59
301.02 Chief Financial Off	$42,491	$56,925	$65,000	$93,200	$68,300	115
301.10 Dir Env Health-Safety	$22,214	$30,769	$34,313	$60,500	$53,150	37
301.20 Dir Telecommunic	*	$32,800	$36,935	$50,816	$45,825	63
302.00 Chief Planning Off	$48,962	$57,500	$58,597	$85,000	$63,000	33
303.00 Chief Budgeting Off	$32,271	$43,844	$48,878	$66,000	$58,050	78
303.10 Assc Budget Dir	$33,774	$53,500	$39,450	$50,750	$46,300	40
304.00 Chief Plan-Budgt Off	*	*	$55,500	$76,900	$68,950	16
305.00 General Counsel	*	$97,718	$67,000	$100,213	$87,000	45
305.10 Staff Attorneys	$49,200	*	*	$71,372	$71,344	31
306.00 Chf Personnel/HR Off	$33,420	$39,000	$49,861	$66,335	$49,500	227
306.10 Assc Dir Pers/HR	$24,380	$32,274	$33,200	$43,872	$38,750	80
306.20 Manager Benefits	$27,208	$25,003	$31,327	$40,483	$34,000	92
306.30 Manager Training-Dev	$35,974	*	*	$44,400	$42,380	24
306.40 Manager Empl Relatns	$34,844	$22,416	$31,500	$44,820	$43,714	19
306.50 Manager Labor Rel	*	*	*	$60,266	$60,266	8
306.60 Manager Employment	$26,000	$22,416	$29,820	$37,740	$33,514	58
306.70 Mgr Wage-Sal/Mgr,Comp	*	$23,720	$30,900	$43,405	$39,962	46
306.80 Mgr Personnel Inf Sys	$34,190	$23,720	$26,076	$50,000	$41,500	32
307.00 Dir AA/EEO	*	$33,716	$45,800	$56,400	$54,863	43
307.10 Assc Dir AA/EEO	*	*	$34,974	$42,000	$41,258	10
308.00 Dir Pers-AA	$30,000	$33,100	$45,351	$61,450	$40,135	39
309.00 Chief Inform Sys Off	$38,040	$52,008	$61,168	$76,873	$61,000	155
309.10 Assc Dir Computer Ctr	$25,676	$36,742	$45,264	$65,616	$45,820	60
309.20 Data Base Admin	$28,042	$29,235	$41,800	$47,879	$42,850	45
309.30 Sys Analyst I-Hi	$26,600	$31,800	$37,453	$43,416	$39,679	101
309.40 Sys Analyst II-Lo	$27,950	$24,518	$29,797	$36,600	$32,205	56
309.50 Prog Analyst I-Hi	$30,000	$31,688	$31,600	$38,150	$33,848	151

*3 cases or less

TABLE 3
MEDIAN SALARY BY BUDGET QUARTILES FOR PRIVATE/NON-RELIGIOUS INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR PRIV/NON-REL INSTITUTIONS				PRIV/NON-REL INSTITUTIONS	PRIV/NON-REL INSTITUTIONS
	QUARTILE 1 $11 MIL OR LESS	QUARTILE 2 $11-$22 MIL	QUARTILE 3 $22-$53.4 MIL	QUARTILE 4 $53.4 MIL OR MORE	MEDIAN BUDGET $22 MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
309.60 Prog Analyst II-Lo	$21,619	$22,575	$27,267	$28,594	$27,030	121
310.00 Dir Comp Ctr Opr/Ad	$35,839	$41,000	$47,965	$68,490	$49,800	161
310.10 Assc Dir Comp Ctr	$24,147	$29,503	$43,200	$54,650	$43,100	57
312.00 Chf Phys Plnt/Fac	$34,063	$47,700	$54,445	$73,013	$53,192	268
312.10 Assc Dir Phys Plnt	$28,250	$32,852	$41,494	$55,000	$42,968	116
312.20 Mgr Landscape/Grnds	$20,400	$27,085	$31,956	$41,469	$34,114	132
312.30 Mgr Bldg Mnt Trades	$31,200	$29,178	$35,499	$44,189	$36,650	104
312.40 Mgr Tech Trades	$30,033	$32,328	$37,500	$41,750	$38,907	70
312.50 Mgr Custodial Srv	$23,296	$25,056	$32,445	$41,433	$32,656	156
312.60 Mgr Power Plant	$34,687	$35,490	$40,550	$47,833	$42,600	49
313.00 Comptroller	$33,830	$43,411	$57,300	$75,394	$52,700	226
313.10 Manager Payroll	$24,000	$23,089	$27,455	$38,672	$30,308	156
314.00 Dir Accounting	$28,637	$35,490	$41,000	$51,584	$41,050	129
314.10 Staff Accountant-Hi	$26,000	$29,000	$32,440	$35,000	$31,000	156
314.20 Staff Accountant-Lo	$21,750	$20,571	$25,100	$26,850	$24,981	123
315.00 Bursar	$23,670	$31,497	$35,596	$44,935	$36,000	128
315.10 Assc Bursar	$23,183	$19,666	$28,600	$36,750	$28,879	35
316.00 Dir Purchasing	$27,626	$28,776	$33,939	$48,851	$36,506	159
316.10 Assc Dir Purchasing	$17,534	$26,850	$22,300	$42,291	$36,665	40
317.00 Dir Bookstore	$22,866	$27,350	$36,000	$50,000	$28,962	161
317.10 Assc Dir Bookstore	$14,954	$21,155	$22,651	$30,810	$22,776	44
318.00 Dir Internal Audit	$25,700	$28,000	$39,115	$64,325	$57,644	61
319.00 Dir Aux Services	$23,000	$37,922	$44,900	$66,323	$49,023	75
319.10 Mgr Mail Services	$18,465	$18,792	$23,641	$30,712	$23,758	153
320.00 Dir Campus Security	$24,050	$28,075	$36,739	$50,696	$37,955	221
321.00 Dir Risk Mgt/Ins	*	*	$48,805	$62,559	$59,640	35
322.00 Admin Hosp Med Ctr	$36,406	*	*	$165,000	$140,000	9
322.10 Dir Med Ctr Pub Rel	*	$64,636	$37,071	$68,586	$65,000	15
322.20 Dir Med Ctr Pers	*	*	$35,020	$76,999	$76,220	9
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$49,500	$69,000	$82,600	$103,500	$75,050	261
401.10 Dir Annual Giving	$31,995	$32,000	$37,288	$46,350	$37,932	190
401.20 Dir Corp/Fndtn Rel	$39,534	$35,500	$42,396	$54,624	$44,150	149
401.30 Coord Res Dev	$22,500	$28,025	$34,200	$38,612	$33,219	104
401.40 Dir Estate Pln	$40,136	$43,073	$54,000	$58,098	$53,790	76
402.00 Chf Public Rel Off	$30,900	$40,000	$46,003	$70,758	$45,000	208
402.10 Dir Gov/Leg Rel	*	$38,250	$49,495	$70,000	$65,000	26
403.00 Chf Dev/Pub Rel Off	$45,900	$62,282	$78,091	$113,750	$82,200	52
404.00 Dir Alumni Affairs	$25,663	$31,750	$42,058	$50,475	$39,284	233
405.00 Dir Dev/Alumni Aff	$36,500	$39,500	$46,419	$66,550	$48,925	43
406.00 Dir Spec/Defer Gifts	$45,610	$40,870	$48,710	$62,150	$50,000	75
407.00 Dir Church Relations	$31,678	$32,343	$45,344	$63,525	$45,172	16
408.00 Dir Community Serv	*	$30,212	$27,049	$47,404	$30,288	18
409.00 Dir Publications	$30,000	$32,724	$35,021	$48,923	$38,000	146
409.10 Assc Dir Publicatns	$25,900	$26,200	$32,125	$38,000	$29,342	69
409.20 Mgr Printing Srv	$21,800	$25,481	$27,500	$36,202	$29,355	104
410.00 Dir Info Office	$30,368	$28,550	$37,197	$50,000	$36,517	86
411.00 Dir News Bureau	$19,356	$24,796	$33,000	$45,019	$35,200	66
STUDENT SERVICES						
501.00 Chf Student Aff Off	$45,423	$55,804	$67,233	$87,778	$63,510	250
501.50 Dean of Students	$40,000	$48,202	$50,000	$66,550	$52,000	139
502.00 Chief Admissions Off	$36,888	$47,600	$56,462	$67,870	$51,548	262
502.10 Assc Dir Admissions	$25,657	$28,945	$34,914	$40,292	$33,578	243
502.20 Admissions Counselor	$20,000	$22,113	$22,767	$25,169	$22,500	235
502.30 Academic Advisor	$23,500	$27,541	$27,338	$27,912	$27,117	65
503.00 Dir Adm & Registrar	$35,150	$40,017	$55,176	$51,975	$48,000	13
504.00 Registrar	$29,138	$36,250	$44,739	$54,096	$40,000	311
504.10 Assc Registrar	$20,000	$25,379	$29,162	$38,029	$29,895	124
504.20 Asst Registrar	$17,246	$22,620	$26,902	$28,774	$25,306	122
505.00 Dir Adm/Fin Aid	$41,000	$51,000	$64,426	$80,300	$60,000	53
506.00 Dir Student Fin Aid	$30,900	$36,218	$44,874	$56,022	$40,000	317
506.10 Assc Dir Std Fin Aid	$22,050	$24,960	$29,090	$36,000	$28,830	196
507.00 Dir Food Services	$30,000	$34,500	$48,668	$63,820	$47,500	73
507.10 Assc Dir Food Serv	$22,050	$27,675	$34,405	$44,420	$34,994	41
508.00 Dir Residence Halls	$19,000	$27,820	$36,000	$46,596	$36,189	151
508.10 Assc Dir Std Housing	*	$19,000	$24,150	$34,350	$30,560	67
508.20 Housing Off/Adm Opr	$19,666	$21,600	$29,671	$33,955	$28,779	51
508.30 Housing Off/Res Life	$18,018	$26,675	$24,235	$35,000	$27,700	90
509.00 Dir Union/Std Act	$19,320	$26,125	$36,064	$45,000	$37,168	55
510.00 Dir Foreign Students	$21,755	$28,750	$31,620	$36,327	$32,918	78
511.00 Dir Student Union	*	$34,065	$34,898	$42,550	$39,426	34
511.10 Assc Dir Std Union	$21,000	$30,600	$20,400	$34,227	$30,600	19
512.00 Dir Std Activities	$23,750	$25,077	$31,500	$36,330	$29,448	157
513.00 Dir Career Dev-Plcmt	$27,000	$31,200	$38,736	$47,895	$36,418	251
514.00 Dir Std Counseling	$27,675	$30,985	$45,027	$48,145	$40,684	178
514.10 Assc Dir Std Cnslg	$25,319	$24,090	$31,400	$42,600	$38,518	35
515.00 Dir Std Hlth-Physicn	$43,260	$77,350	$89,758	$92,671	$90,240	55
516.00 Dir Std Hlth-Nurse	$20,972	$26,386	$33,000	$39,516	$31,492	161
517.00 Dir Campus Ministries	$26,124	$29,188	$35,500	$44,897	$35,500	108
518.00 Dir Athletics	$32,650	$41,180	$54,374	$71,400	$52,282	223
519.00 Dir Sports Info	$18,190	$23,090	$24,925	$31,937	$27,793	128
520.00 Dir Athletics/Men	*	$34,720	$47,794	$51,622	$42,800	7
521.00 Dir Athletics/Women	$23,379	$31,695	$43,000	$42,082	$41,256	29
522.00 Dir Campus Rec	$24,624	$31,800	$31,240	$38,385	$32,744	88
523.00 Chief Enrollment Mgmt	$53,500	$60,000	$62,758	$72,500	$63,832	47
524.00 Dir Minority Affairs	$34,000	$28,700	$39,050	$43,290	$41,443	84
525.00 Dir Conferences	$27,760	$31,173	$33,639	$42,022	$36,575	74

*3 cases or less

TABLE 4
MEDIAN SALARY BY BUDGET QUARTILES FOR PRIVATE/RELIGIOUS INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR PRIV/REL INSTITUTIONS				PRIV/REL INSTITUTIONS	PRIV/REL INSTITUTIONS
	QUARTILE 1 $8 MIL OR LESS	QUARTILE 2 $8-$13.8 MIL	QUARTILE 3 $13.8-$24 MIL	QUARTILE 4 $24 MIL OR MORE	MEDIAN BUDGET $13.8 MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$67,881	$64,500	$71,843	$115,500	$101,145	10
101.10 Asst to Ceo/System	*	*	*	*	*	2
102.00 Ceo / Single Inst	$66,000	$85,000	$99,131	$125,000	$93,000	297
102.10 Asst to Ceo/Single	$31,197	$35,360	$36,053	$50,172	$40,800	103
103.00 Exec Vice Pres	$46,745	$71,054	$72,080	$106,000	$72,265	53
ACADEMIC						
201.00 Chief Acad Off	$46,904	$59,397	$65,000	$87,853	$62,003	294
202.00 Chf Hlth Prof Off	*	$47,160	$53,970	$205,000	$64,933	11
203.00 Dir Library Serv	$29,700	$36,180	$40,263	$55,300	$40,000	290
203.10 Circulatn Librarian	$18,716	$20,476	$23,400	$29,075	$23,330	124
203.20 Acquistns Librarian	$21,090	$23,634	$27,850	$30,534	$26,800	101
203.30 Tech Serv Librarian	$22,000	$24,448	$27,542	$36,079	$27,603	168
203.40 Public Serv Librarian	$23,405	$24,567	$27,947	$38,350	$30,239	90
203.50 Reference Librarian	$21,595	$25,100	$28,000	$30,567	$27,477	181
204.00 Dir Instit Research	$37,356	$34,000	$38,500	$44,500	$40,400	77
204.10 Assc Dir Inst Res	$12,308	$26,497	$16,389	$30,000	$26,497	14
205.00 Dir Educ Media Serv	$23,481	$25,115	$28,050	$33,000	$28,577	113
206.00 Dir Learning Res Ctr	$24,500	$28,500	$28,853	$34,959	$29,000	85
207.00 Dir Internatl Std Ed	$21,545	$34,000	$37,762	$44,555	$40,832	42
208.00 Dir Comp Ctr Opr/Acad	$21,965	$32,292	$36,612	$49,450	$39,610	95
208.10 Assc Dir CC Opr/Acad	$26,519	$26,250	$28,936	$45,150	$29,017	30
209.00 Admn Grants-Contract	$40,000	$25,000	$28,500	$46,515	$32,808	52
212.00 Dean,Arts & Letters	$27,035	$32,874	$62,320	$71,750	$62,320	9
213.00 Dean,Arts & Sciences	$25,320	$50,060	$51,276	$81,454	$68,300	49
214.00 Dean,Business	$23,422	$41,295	$55,500	$90,617	$70,481	84
215.00 Dean,Communications	$19,098	$31,500	$37,010	$63,976	$37,005	20
216.00 Dean,Continuing Ed	$34,550	$38,600	$38,500	$57,979	$46,075	72
217.00 Dean,Dentistry	*	*	*	$131,622	$131,622	5
218.00 Dean,Education	$29,084	$39,962	$44,348	$66,788	$45,806	59
219.00 Dean,Engineering	$32,072	$44,725	$48,285	$109,164	$73,550	16
221.00 Dean,Extension	$24,407	$43,988	$60,000	$68,600	$61,488	10
222.00 Dean,Fine Arts	*	$35,000	$42,925	$69,300	$41,428	27
223.00 Dean,Graduate Program	$45,944	$43,580	$47,025	$70,500	$53,527	74
224.00 Dean,Hlth-Rltd Prof	*	*	$48,546	$64,280	$62,000	5
225.00 Dean,Home Economics	*	*	*	$39,035	$39,035	4
226.00 Dean,Humanities	$28,538	$36,412	$45,937	$50,028	$39,106	40
227.00 Dean,Instruction	$32,425	$37,027	$44,459	*	$40,109	4
228.00 Dean,Law	*	$30,000	*	$143,126	$141,752	21
229.00 Dean,Lib & Inf Sci	*	$53,794	$39,420	$64,900	$52,160	4
230.00 Dean,Mathematics	$25,200	$39,625	$35,083	$47,654	$37,000	17
231.00 Dean,Medicine	*	*	*	$190,000	$190,000	5
232.00 Dean,Music	$24,164	$31,000	$46,150	$62,730	$41,403	24
233.00 Dean,Nursing	$45,495	$48,091	$48,600	$82,000	$55,400	49
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	1
235.00 Dean,Pharmacy	*	*	*	*	*	2
236.00 Dean,Public Health	*	*	*	*	*	1
237.00 Dean,Sciences	$27,440	$37,500	$43,390	$61,100	$43,157	37
238.00 Dean,Social Sciences	$31,820	$36,070	$44,104	$56,100	$40,000	33
239.00 Dean,Social Work	$16,836	$36,775	$40,341	$57,375	$43,000	9
240.00 Dean,Special Programs	$34,849	$30,971	$47,750	$61,100	$44,759	20
241.00 Dean,Undergrad Prog	*	$47,165	$57,000	$56,752	$55,000	25
ADMINISTRATIVE						
301.00 Chief Business Off	$42,000	$52,500	$66,100	$87,430	$60,000	253
301.01 Chief Admin Off	$41,550	$53,334	$57,550	$66,928	$58,250	42
301.02 Chief Financial Off	$39,600	$46,200	$54,075	$86,520	$55,262	75
301.10 Dir Env Health-Safety	*	$27,923	$30,490	$35,000	$33,550	16
301.20 Dir Telecommunic	*	$29,727	$24,411	$43,549	$36,500	41
302.00 Chief Planning Off	$27,780	$42,000	$46,750	$75,786	$53,150	26
303.00 Chief Budgeting Off	$30,040	$39,091	$49,663	$59,055	$51,585	38
303.10 Assc Budget Dir	$28,109	$32,400	$27,300	$47,381	$37,125	17
304.00 Chief Plan-Budgt Off	*	$58,256	*	$43,150	$49,940	4
305.00 General Counsel	$36,000	*	$51,500	$87,500	$72,910	19
305.10 Staff Attorneys	*	*	*	$64,500	$64,500	6
306.00 Chf Personnel/HR Off	$26,400	$28,432	$37,125	$52,300	$42,000	117
306.10 Assc Dir Pers/HR	$21,051	$28,540	$33,000	$34,558	$31,300	31
306.20 Manager Benefits	$27,915	$20,580	$25,116	$32,120	$30,437	45
306.30 Manager Training-Dev	*	*	$30,757	$40,000	$35,800	8
306.40 Manager Empl Relatns	*	*	$30,098	$44,750	$44,000	5
306.50 Manager Labor Rel	*	*	*	*	*	1
306.60 Manager Employment	*	*	*	$32,155	$32,155	17
306.70 Mgr Wage-Sal/Mgr,Comp	*	$22,000	*	$46,000	$43,558	12
306.80 Mgr Personnel Inf Sys	$13,412	$22,000	$27,000	$30,525	$29,546	16
307.00 Dir AA/EEO	*	*	*	$55,854	$55,854	14
307.10 Assc Dir AA/EEO	*	$16,000	$17,800	$34,894	$33,114	6
308.00 Dir Pers-AA	$30,962	$29,580	$30,090	$44,050	$31,745	38
309.00 Chief Inform Sys Off	$27,958	$37,980	$42,670	$62,600	$46,914	112
309.10 Assc Dir Computer Ctr	$17,300	$25,500	$34,320	$42,635	$34,175	48
309.20 Data Base Admin	$18,895	$24,500	$30,525	$40,251	$31,987	34
309.30 Sys Analyst I-Hi	$23,430	$31,508	$30,523	$40,400	$33,446	59
309.40 Sys Analyst II-Lo	$15,600	$18,700	$26,450	$34,736	$26,335	30
309.50 Prog Analyst I-Hi	$23,528	$24,537	$26,865	$33,800	$30,750	92
309.60 Prog Analyst II-Lo	$18,518	$20,576	$22,325	$28,730	$26,990	68
310.00 Dir Comp Ctr Opr/Ad	$25,750	$33,200	$36,283	$54,060	$37,575	122
310.10 Assc Dir Comp Ctr	$22,050	$22,835	$28,100	$51,200	$33,600	43

*3 cases or less

TABLE 4
MEDIAN SALARY BY BUDGET QUARTILES FOR PRIVATE/RELIGIOUS INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	SALARIES WITHIN BUDGET QUARTILES FOR PRIV/REL INSTITUTIONS				PRIV/REL INSTITUTIONS	PRIV/REL INSTITUTIONS
	QUARTILE 1 $8 MIL OR LESS	QUARTILE 2 $8-$13.8 MIL	QUARTILE 3 $13.8-$24 MIL	QUARTILE 4 $24 MIL OR MORE	MEDIAN BUDGET $13.8 MIL	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
312.00 Chf Phys Plnt/Fac	$30,800	$35,000	$43,137	$55,080	$42,288	235
312.10 Assc Dir Phys Plnt	$25,000	$25,500	$34,513	$45,000	$32,560	88
312.20 Mgr Landscape/Grnds	$21,230	$22,295	$27,490	$33,100	$27,900	104
312.30 Mgr Bldg Mnt Trades	$24,774	$24,336	$29,453	$38,825	$33,250	77
312.40 Mgr Tech Trades	$21,230	$22,300	$27,965	$39,042	$30,030	29
312.50 Mgr Custodial Srv	$22,800	$21,452	$24,447	$31,100	$25,880	103
312.60 Mgr Power Plant	*	$24,460	$34,248	$40,290	$34,487	24
313.00 Comptroller	$29,900	$34,053	$41,200	$55,505	$42,053	172
313.10 Manager Payroll	$18,566	$20,020	$25,000	$28,550	$24,835	101
314.00 Dir Accounting	$23,328	$27,600	$33,100	$45,700	$34,518	73
314.10 Staff Accountant-Hi	$21,104	$24,000	$25,973	$30,275	$26,529	123
314.20 Staff Accountant-Lo	$14,980	$18,400	$21,750	$24,400	$22,273	76
315.00 Bursar	$17,696	$22,540	$28,687	$41,082	$28,630	69
315.10 Assc Bursar	$17,997	$20,800	$29,446	$32,075	$29,892	21
316.00 Dir Purchasing	$22,000	$24,000	$32,299	$37,838	$33,532	88
316.10 Assc Dir Purchasing	*	$23,212	$20,988	$37,536	$26,850	14
317.00 Dir Bookstore	$18,000	$22,800	$23,600	$34,262	$24,695	175
317.10 Assc Dir Bookstore	$17,000	$14,731	$17,362	$29,628	$18,000	29
318.00 Dir Internal Audit	*	$25,909	$38,100	$56,000	$51,382	20
319.00 Dir Aux Services	$13,650	$30,000	$35,677	$57,127	$39,930	53
319.10 Mgr Mail Services	$15,353	$15,175	$17,784	$24,350	$18,090	120
320.00 Dir Campus Security	$13,728	$22,560	$27,000	$35,604	$29,724	167
321.00 Dir Risk Mgt/Ins	*	$13,500	*	$46,250	$46,000	13
322.00 Admin Hosp Med Ctr	*	*	*	*	*	3
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	3
322.20 Dir Med Ctr Pers	*	*	*	$57,421	$57,421	4
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$45,000	$54,500	$63,220	$80,194	$60,000	244
401.10 Dir Annual Giving	$29,000	$32,373	$32,395	$38,376	$34,043	181
401.20 Dir Corp/Fndtn Rel	$26,880	$32,000	$35,470	$45,219	$39,034	100
401.30 Coord Res Dev	$31,992	$25,500	$28,001	$32,428	$29,750	56
401.40 Dir Estate Pln	$35,775	$33,451	$42,300	$54,245	$43,532	80
402.00 Chf Public Rel Off	$26,192	$32,200	$36,417	$50,238	$35,763	170
402.10 Dir Gov/Leg Rel	*	*	$37,590	$75,206	$67,412	9
403.00 Chf Dev/Pub Rel Off	$31,675	$49,184	$62,000	$81,000	$65,815	50
404.00 Dir Alumni Affairs	$25,000	$27,225	$32,624	$40,325	$31,182	228
405.00 Dir Dev/Alumni Aff	$32,250	$36,935	$45,055	$53,223	$46,738	29
406.00 Dir Spec/Defer Gifts	$18,000	$31,991	$41,515	$48,286	$40,959	64
407.00 Dir Church Relations	$33,573	$36,400	$38,000	$42,845	$38,000	71
408.00 Dir Community Serv	$27,500	$26,909	$32,233	$38,900	$33,000	27
409.00 Dir Publications	$23,730	$26,760	$30,200	$39,000	$30,200	101
409.10 Assc Dir Publicatns	$19,100	$21,000	$22,500	$29,000	$23,383	44
409.20 Mgr Printing Srv	$19,469	$21,219	$22,500	$32,000	$24,488	84
410.00 Dir Info Office	$22,450	$28,000	$30,870	$39,600	$31,025	65
411.00 Dir News Bureau	$18,000	$21,350	$22,260	$32,636	$25,000	57
STUDENT SERVICES						
501.00 Chf Student Aff Off	$35,500	$46,000	$51,266	$68,500	$50,027	235
501.50 Dean of Students	$26,440	$42,000	$38,500	$52,633	$40,250	119
502.00 Chief Admissions Off	$30,000	$35,603	$39,854	$54,737	$39,236	222
502.10 Assc Dir Admissions	$21,000	$24,500	$27,609	$34,284	$29,000	183
502.20 Admissions Counselor	$18,000	$19,350	$20,023	$22,452	$20,369	218
502.30 Academic Advisor	$25,684	$25,599	$26,400	$29,037	$26,814	65
503.00 Dir Adm & Registrar	$30,129	$33,200	*	*	$31,757	9
504.00 Registrar	$25,415	$31,000	$35,213	$46,135	$34,244	286
504.10 Assc Registrar	$18,112	$20,555	$23,429	$36,855	$25,258	79
504.20 Asst Registrar	$16,525	$19,221	$21,434	$27,003	$22,500	112
505.00 Dir Adm/Fin Aid	$30,278	$42,000	$49,336	$61,541	$47,430	37
506.00 Dir Student Fin Aid	$23,750	$30,000	$35,691	$45,275	$33,500	275
506.10 Assc Dir Std Fin Aid	$16,293	$21,200	$24,892	$30,225	$25,000	145
507.00 Dir Food Services	$22,253	$31,668	$39,930	$48,450	$34,500	71
507.10 Assc Dir Food Serv	$17,325	$21,000	$26,048	$30,100	$26,048	37
508.00 Dir Residence Halls	$20,600	$24,000	$28,121	$34,988	$28,380	155
508.10 Assc Dir Std Housing	$23,580	$20,480	$19,619	$27,905	$25,400	48
508.20 Housing Off/Adm Opr	*	$31,500	$25,967	$25,506	$25,829	16
508.30 Housing Off/Res Life	$21,939	$23,921	$24,380	$26,482	$24,380	68
509.00 Dir Union/Std Act	*	$20,000	$25,533	$34,078	$28,475	32
510.00 Dir Foreign Students	$25,000	$28,420	$26,310	$34,000	$30,001	56
511.00 Dir Student Union	*	$25,050	$30,558	$39,710	$34,622	31
511.10 Assc Dir Std Union	$19,570	$22,000	$24,542	$29,565	$28,059	13
512.00 Dir Std Activities	$23,000	$23,020	$26,237	$31,100	$26,522	155
513.00 Dir Career Dev-Plcmt	$21,565	$26,260	$30,523	$40,213	$30,524	206
514.00 Dir Std Counseling	$30,855	$29,582	$33,500	$45,140	$34,303	169
514.10 Assc Dir Std Cnslg	$21,200	$30,700	$28,106	$36,750	$31,492	41
515.00 Dir Std Hlth-Physicn	$11,867	$27,816	*	$71,650	$42,000	16
516.00 Dir Std Hlth-Nurse	$20,092	$23,757	$24,603	$31,329	$25,710	181
517.00 Dir Campus Ministries	$24,679	$28,095	$30,792	$39,600	$31,533	204
518.00 Dir Athletics	$29,338	$35,200	$41,012	$60,355	$40,553	224
519.00 Dir Sports Info	$19,832	$21,528	$23,000	$28,626	$24,133	115
520.00 Dir Athletics/Men	$44,591	$26,000	$39,375	$50,000	$46,075	20
521.00 Dir Athletics/Women	$14,970	$29,941	$33,441	$39,170	$35,343	37
522.00 Dir Campus Rec	$19,000	$20,000	$26,131	$31,375	$26,384	78
523.00 Chief Enrollment Mgmt	$36,500	$43,093	$52,129	$65,951	$56,000	73
524.00 Dir Minority Affairs	$46,725	$26,995	$27,758	$36,411	$32,353	71
525.00 Dir Conferences	$25,965	$23,220	$27,300	$34,842	$30,048	62

*3 cases or less

TABLE 5
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR ALL INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR ALL INSTITUTIONS				ALL INSTITUTIONS	ALL INSTITUTIONS
	QUARTILE 1 1,092 OR LESS	QUARTILE 2 1,093-2,300	QUARTILE 3 2,301-6,178	QUARTILE 4 6,179 OR MORE	MED ENROLLMENT 2,300	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$86,548	$84,972	$94,361	$126,360	$110,587	144
101.10 Asst to Ceo/System	*	$42,237	$54,057	$68,407	$65,801	65
102.00 Ceo / Single Inst	$83,200	$94,886	$99,225	$118,459	$99,225	1264
102.10 Asst to Ceo/Single	$36,000	$42,900	$51,993	$62,613	$49,000	559
103.00 Exec Vice Pres	$65,811	$74,000	$78,647	$103,507	$81,499	217
ACADEMIC						
201.00 Chief Acad Off	$58,250	$69,133	$77,753	$98,000	$75,454	1290
202.00 Chf Hlth Prof Off	$54,343	$47,049	$64,967	$162,146	$110,269	80
203.00 Dir Library Serv	$36,030	$44,159	$54,485	$72,400	$49,295	1142
203.10 Circulatn Librarian	$21,154	$26,260	$28,900	$36,700	$29,500	515
203.20 Acquistns Librarian	$24,079	$29,501	$33,200	$40,399	$34,073	491
203.30 Tech Serv Librarian	$26,265	$30,350	$35,700	$46,669	$34,579	685
203.40 Public Serv Librarian	$28,000	$31,300	$36,658	$48,450	$37,518	448
203.50 Reference Librarian	$25,464	$30,260	$32,700	$40,000	$32,519	716
204.00 Dir Instit Research	$37,800	$41,529	$45,036	$57,058	$49,570	541
204.10 Assc Dir Inst Res	$26,594	$26,200	$35,828	$42,400	$37,800	123
205.00 Dir Educ Media Serv	$27,342	$30,293	$36,490	$50,940	$36,140	508
206.00 Dir Learning Res Ctr	$28,825	$37,227	$41,236	$51,038	$39,021	419
207.00 Dir Internatl Std Ed	$34,000	$39,800	$48,220	$56,548	$49,842	222
208.00 Dir Comp Ctr Opr/Acad	$34,200	$42,511	$48,534	$68,482	$49,260	436
208.10 Assc Dir CC Opr/Acad	$29,395	$34,099	$40,930	$53,491	$42,171	161
209.00 Admn Grants-Contract	$33,357	$36,272	$41,080	$59,800	$48,219	441
210.00 Dean,Architecture	$93,000	$66,000	$70,015	$93,445	$92,229	61
211.00 Dean,Agriculture	$67,741	$49,144	$62,782	$101,000	$91,056	80
212.00 Dean,Arts & Letters	$62,241	$48,865	$61,500	$81,782	$68,500	111
213.00 Dean,Arts & Sciences	$50,047	$54,100	$70,329	$88,218	$74,095	395
214.00 Dean,Business	$42,770	$51,804	$69,540	$93,816	$73,734	629
215.00 Dean,Communications	$35,000	$42,395	$56,050	$86,500	$61,142	96
216.00 Dean,Continuing Ed	$43,500	$46,000	$56,760	$72,800	$56,722	521
217.00 Dean,Dentistry	$81,187	$114,034	$119,091	$130,038	$123,502	42
218.00 Dean,Education	$40,000	$46,511	$65,000	$82,820	$72,420	398
219.00 Dean,Engineering	$46,583	$52,940	$69,000	$109,834	$96,800	247
221.00 Dean,Extension	$47,449	$45,067	$57,177	$89,886	$63,800	81
222.00 Dean,Fine Arts	$42,310	$46,300	$57,035	$80,821	$68,090	173
223.00 Dean,Graduate Program	$48,959	$52,850	$67,002	$81,300	$71,636	384
224.00 Dean,Hlth-Rltd Prof	$62,000	$49,719	$54,603	$75,940	$65,444	203
225.00 Dean,Home Economics	*	$48,294	$52,880	$92,116	$81,756	45
226.00 Dean,Humanities	$36,206	$48,600	$56,806	$73,640	$52,946	197
227.00 Dean,Instruction	$42,500	$47,412	$59,038	$69,912	$57,000	48
228.00 Dean,Law	$87,226	$68,500	$127,500	$130,000	$129,000	120
229.00 Dean,Lib & Inf Sci	$33,269	$46,392	$56,620	$76,124	$68,967	73
230.00 Dean,Mathematics	$39,011	$45,999	$54,113	$68,308	$53,393	91
231.00 Dean,Medicine	$154,698	$150,000	$177,000	$187,500	$182,624	70
232.00 Dean,Music	$30,000	$44,095	$69,996	$87,285	$69,498	71
233.00 Dean,Nursing	$46,435	$51,528	$63,400	$85,668	$67,250	275
234.00 Dean,Occ Std/Voc Ed	$43,878	$48,904	$57,500	$70,905	$59,360	188
235.00 Dean,Pharmacy	*	$103,615	$93,116	$101,228	$99,535	52
236.00 Dean,Public Health	*	*	$112,875	$137,000	$136,201	16
237.00 Dean,Sciences	$40,645	$48,619	$57,710	$88,000	$61,207	244
238.00 Dean,Social Sciences	$39,595	$44,459	$54,473	$76,293	$54,471	179
239.00 Dean,Social Work	$33,495	$45,432	$85,200	$91,898	$86,408	66
240.00 Dean,Special Programs	$31,054	$44,089	$51,197	$61,100	$48,213	104
241.00 Dean,Undergrad Prog	$48,375	$56,005	$66,251	$78,975	$66,025	100
242.00 Dean,Veterinary Sci	$101,035	*	$72,676	$117,170	$115,838	22
ADMINISTRATIVE						
301.00 Chief Business Off	$52,731	$65,493	$74,399	$90,790	$72,000	1132
301.01 Chief Admin Off	$55,827	$60,390	$64,829	$87,300	$68,240	236
301.02 Chief Financial Off	$49,696	$56,238	$65,512	$76,944	$66,492	414
301.10 Dir Env Health-Safety	$42,000	$35,386	$39,035	$53,406	$47,685	215
301.20 Dir Telecommunic	$33,600	$32,162	$42,105	$53,323	$46,878	321
302.00 Chief Planning Off	$55,524	$55,169	$60,632	$71,772	$63,763	174
303.00 Chief Budgeting Off	$43,824	$48,548	$50,209	$61,549	$55,930	384
303.10 Assc Budget Dir	$48,590	$33,774	$40,140	$49,282	$45,000	191
304.00 Chief Plan-Budgt Off	$60,891	$51,990	$56,100	$80,220	$71,374	81
305.00 General Counsel	$56,000	$80,435	$62,750	$80,231	$77,375	206
305.10 Staff Attorneys	$52,814	$65,000	$55,125	$55,573	$55,903	110
306.00 Chf Personnel/HR Off	$37,256	$42,249	$49,774	$66,155	$52,026	821
306.10 Assc Dir Pers/HR	$35,267	$33,213	$37,426	$48,000	$40,750	308
306.20 Manager Benefits	$27,478	$28,850	$30,609	$37,100	$33,732	365
306.30 Manager Training-Dev	$36,000	$36,044	$35,429	$39,900	$38,737	152
306.40 Manager Empl Relatns	$45,313	$32,976	$44,000	$42,725	$42,637	78
306.50 Manager Labor Rel	$53,733	$58,296	$49,565	$54,335	$53,805	56
306.60 Manager Employment	$46,542	$33,763	$29,800	$38,550	$34,500	239
306.70 Mgr Wage-Sal/Mgr,Comp	$32,832	$37,353	$32,816	$39,456	$37,615	195
306.80 Mgr Personnel Inf Sys	$34,942	$28,300	$32,000	$41,172	$37,615	135
307.00 Dir AA/EEO	$44,927	$51,204	$47,439	$55,650	$52,500	318
307.10 Assc Dir AA/EEO	$20,350	$48,492	$36,592	$39,098	$39,000	67
308.00 Dir Pers-AA	$30,233	$37,892	$45,717	$54,730	$41,000	211
309.00 Chief Inform Sys Off	$38,908	$48,095	$57,356	$72,835	$58,410	669
309.10 Assc Dir Computer Ctr	$31,810	$35,870	$47,184	$57,000	$47,184	249
309.20 Data Base Admin	$30,213	$30,615	$40,000	$48,587	$43,557	216
309.30 Sys Analyst I-Hi	$29,900	$33,250	$38,466	$43,779	$39,668	438
309.40 Sys Analyst II-Lo	$22,788	$27,998	$31,141	$35,000	$33,162	264
309.50 Prog Analyst I-Hi	$29,050	$30,440	$33,246	$36,306	$33,455	583
309.60 Prog Analyst II-Lo	$25,000	$26,350	$27,552	$28,295	$27,563	475
310.00 Dir Comp Ctr Opr/Ad	$37,650	$40,705	$50,885	$62,857	$49,317	544

*3 cases or less

TABLE 5
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR ALL INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR ALL INSTITUTIONS				ALL INSTITUTIONS	ALL INSTITUTIONS
	QUARTILE 1 1,092 OR LESS	QUARTILE 2 1,093-2,300	QUARTILE 3 2,301-6,178	QUARTILE 4 6,179 OR MORE	MED ENROLLMENT 2,300	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
310.10 Assc Dir Comp Ctr	$29,213	$35,344	$40,602	$55,208	$43,959	195
312.00 Chf Phys Plnt/Fac	$36,490	$44,817	$52,014	$65,790	$50,905	1104
312.10 Assc Dir Phys Plnt	$30,000	$35,025	$41,196	$52,042	$42,316	492
312.20 Mgr Landscape/Grnds	$24,060	$28,460	$31,075	$37,615	$32,151	541
312.30 Mgr Bldg Mnt Trades	$28,176	$33,479	$35,651	$40,541	$36,855	423
312.40 Mgr Tech Trades	$30,032	$33,188	$36,377	$40,877	$38,266	216
312.50 Mgr Custodial Srv	$23,644	$28,501	$31,000	$36,630	$31,443	599
312.60 Mgr Power Plant	$34,687	$38,000	$37,644	$43,498	$39,660	255
313.00 Comptroller	$37,739	$44,400	$51,440	$66,175	$50,400	756
313.10 Manager Payroll	$23,178	$25,388	$29,950	$37,541	$31,200	601
314.00 Dir Accounting	$34,000	$36,332	$41,100	$50,408	$42,922	518
314.10 Staff Accountant-Hi	$26,000	$28,728	$31,000	$34,019	$30,558	619
314.20 Staff Accountant-Lo	$20,544	$23,860	$25,278	$25,883	$24,690	467
315.00 Bursar	$23,050	$30,040	$37,079	$47,071	$37,566	405
315.10 Assc Bursar	$20,800	$25,472	$28,740	$35,716	$30,675	110
316.00 Dir Purchasing	$29,413	$33,300	$37,087	$49,915	$40,000	699
316.10 Assc Dir Purchasing	$26,172	$27,043	$28,634	$42,816	$36,645	205
317.00 Dir Bookstore	$23,386	$27,170	$33,325	$44,724	$30,310	698
317.10 Assc Dir Bookstore	$17,460	$21,235	$24,744	$33,012	$25,655	189
318.00 Dir Internal Audit	$38,200	$41,149	$37,485	$53,329	$48,049	316
319.00 Dir Aux Services	$31,202	$42,238	$48,429	$60,327	$50,120	321
319.10 Mgr Mail Services	$17,174	$19,975	$24,277	$29,000	$23,925	520
320.00 Dir Campus Security	$26,159	$32,030	$38,750	$50,624	$38,185	812
321.00 Dir Risk Mgt/Ins	$56,767	$55,127	$41,966	$54,200	$52,922	148
322.00 Admin Hosp Med Ctr	$86,507	$138,877	$170,677	$161,238	$149,448	41
322.10 Dir Med Ctr Pub Rel	$64,636	$66,450	$67,856	$59,106	$62,029	46
322.20 Dir Med Ctr Pers	$35,020	$47,900	$70,000	$76,510	$70,000	33
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$54,338	$66,000	$69,222	$83,100	$66,984	820
401.10 Dir Annual Giving	$30,988	$34,140	$38,045	$42,214	$36,789	513
401.20 Dir Corp/Fndtn Rel	$35,235	$40,255	$45,087	$54,595	$44,320	360
401.30 Coord Res Dev	$27,494	$32,460	$31,930	$36,000	$32,082	225
401.40 Dir Estate Pln	$39,827	$45,353	$47,749	$57,238	$48,868	195
402.00 Chf Public Rel Off	$33,412	$39,790	$46,203	$63,750	$45,986	696
402.10 Dir Gov/Leg Rel	$55,000	$69,157	$56,261	$70,190	$67,678	153
403.00 Chf Dev/Pub Rel Off	$45,900	$62,800	$69,160	$83,194	$72,751	233
404.00 Dir Alumni Affairs	$28,025	$34,038	$38,480	$49,008	$37,695	742
405.00 Dir Dev/Alumni Aff	$36,500	$43,372	$47,925	$55,014	$47,150	138
406.00 Dir Spec/Defer Gifts	$38,000	$46,222	$51,750	$56,850	$48,286	175
407.00 Dir Church Relations	$35,000	$38,000	$43,148	$56,234	$38,000	89
408.00 Dir Community Serv	$36,851	$36,424	$44,768	$50,669	$42,071	168
409.00 Dir Publications	$29,000	$33,048	$36,250	$43,820	$37,864	446
409.10 Assc Dir Publicatns	$22,207	$26,745	$32,125	$36,276	$29,675	171
409.20 Mgr Printing Srv	$22,163	$25,158	$30,126	$38,724	$31,689	470
410.00 Dir Info Office	$29,263	$32,406	$37,558	$48,461	$37,661	380
411.00 Dir News Bureau	$22,685	$28,852	$30,872	$40,757	$34,500	253
STUDENT SERVICES						
501.00 Chf Student Aff Off	$46,500	$55,904	$64,875	$82,845	$63,000	1059
501.50 Dean of Students	$40,377	$46,486	$54,241	$60,000	$51,376	492
502.00 Chief Admissions Off	$37,624	$43,392	$50,000	$55,666	$47,187	876
502.10 Assc Dir Admissions	$26,926	$31,001	$34,195	$39,041	$33,069	687
502.20 Admissions Counselor	$20,000	$21,796	$23,784	$25,491	$22,542	766
502.30 Academic Advisor	$26,981	$29,114	$29,295	$27,733	$28,482	318
503.00 Dir Adm & Registrar	$36,200	$43,448	$45,100	$61,776	$47,448	197
504.00 Registrar	$30,522	$39,000	$45,461	$55,000	$41,520	1053
504.10 Assc Registrar	$22,025	$27,305	$33,682	$40,853	$33,811	407
504.20 Asst Registrar	$19,156	$22,963	$27,003	$33,084	$26,775	420
505.00 Dir Adm/Fin Aid	$42,000	$55,075	$62,665	$75,187	$51,515	115
506.00 Dir Student Fin Aid	$30,436	$37,435	$43,131	$52,083	$40,492	1215
506.10 Assc Dir Std Fin Aid	$22,400	$25,461	$31,198	$38,136	$30,138	650
507.00 Dir Food Services	$28,310	$37,275	$41,048	$50,486	$41,196	308
507.10 Assc Dir Food Serv	$22,025	$30,100	$30,700	$41,398	$32,931	148
508.00 Dir Residence Halls	$24,966	$30,000	$37,890	$51,102	$36,674	586
508.10 Assc Dir Std Housing	$18,897	$25,050	$31,248	$39,931	$32,730	245
508.20 Housing Off/Adm Opr	$23,238	$24,504	$31,036	$38,324	$33,314	168
508.30 Housing Off/Res Life	$22,866	$24,261	$25,800	$35,378	$27,840	307
509.00 Dir Union/Std Act	$22,500	$30,450	$40,368	$52,000	$40,400	186
510.00 Dir Foreign Students	$26,696	$29,050	$32,612	$39,072	$34,909	273
511.00 Dir Student Union	$30,100	$32,384	$39,967	$47,389	$41,445	225
511.10 Assc Dir Std Union	$21,500	$25,812	$28,059	$36,525	$33,650	134
512.00 Dir Std Activities	$24,400	$28,127	$31,674	$41,500	$30,902	660
513.00 Dir Career Dev-Plcmt	$28,367	$33,157	$39,360	$47,474	$37,554	896
514.00 Dir Std Counseling	$30,516	$36,471	$44,987	$53,568	$43,373	783
514.10 Assc Dir Std Cnslg	$28,833	$29,450	$33,100	$43,447	$37,762	182
515.00 Dir Std Hlth-Physicn	$50,859	$82,868	$71,671	$82,809	$81,828	236
516.00 Dir Std Hlth-Nurse	$23,358	$27,875	$31,366	$40,758	$30,067	534
517.00 Dir Campus Ministries	$29,100	$32,067	$37,492	$49,528	$32,067	320
518.00 Dir Athletics	$34,989	$45,000	$54,486	$71,957	$51,911	835
519.00 Dir Sports Info	$20,000	$23,690	$27,575	$34,404	$28,750	477
520.00 Dir Athletics/Men	$22,000	$41,750	$46,640	$60,410	$50,775	64
521.00 Dir Athletics/Women	$28,000	$38,458	$41,256	$51,200	$42,000	135
522.00 Dir Campus Rec	$22,360	$26,322	$31,980	$42,746	$33,613	403
523.00 Chief Enrollment Mgmt	$49,500	$53,024	$57,200	$66,782	$57,100	205
524.00 Dir Minority Affairs	$29,500	$31,125	$38,933	$43,927	$38,960	318
525.00 Dir Conferences	$29,040	$31,700	$36,185	$43,642	$36,545	256

*3 cases or less

TABLE 6
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR PUBLIC INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR PUBLIC INSTITUTIONS				PUBLIC INSTITUTIONS	PUBLIC INSTITUTIONS
	QUARTILE 1 2,141 OR LESS	QUARTILE 2 2,142-4,578	QUARTILE 3 4,579-10,836	QUARTILE 4 10,837 OR MORE	MED ENROLLMENT 4,578	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$80,736	$89,175	$102,000	$132,750	$110,250	114
101.10 Asst to Ceo/System	$85,468	$58,750	$50,954	$74,244	$67,205	58
102.00 Ceo / Single Inst	$80,403	$91,225	$99,730	$124,790	$96,070	638
102.10 Asst to Ceo/Single	$42,061	$49,021	$56,879	$63,800	$54,830	285
103.00 Exec Vice Pres	$65,368	$72,592	$77,417	$101,832	$81,499	109
ACADEMIC						
201.00 Chief Acad Off	$60,587	$72,379	$84,306	$108,100	$78,340	670
202.00 Chf Hlth Prof Off	$47,000	$65,000	$107,050	$158,004	$114,200	52
203.00 Dir Library Serv	$40,284	$50,943	$60,022	$80,545	$56,435	541
203.10 Circulatn Librarian	$31,510	$29,280	$30,238	$37,488	$33,365	255
203.20 Acquistns Librarian	$32,075	$30,745	$35,437	$41,680	$36,928	258
203.30 Tech Serv Librarian	$28,853	$35,740	$38,055	$50,978	$39,673	314
203.40 Public Serv Librarian	$29,969	$36,612	$41,355	$51,218	$41,375	241
203.50 Reference Librarian	$33,244	$32,519	$36,033	$40,840	$36,228	334
204.00 Dir Instit Research	$40,473	$45,160	$50,887	$60,090	$51,390	378
204.10 Assc Dir Inst Res	$30,889	$29,725	$35,855	$45,866	$39,987	82
205.00 Dir Educ Media Serv	$35,545	$36,043	$43,044	$56,322	$44,000	273
206.00 Dir Learning Res Ctr	$40,743	$45,500	$49,588	$53,030	$46,503	243
207.00 Dir Internatl Std Ed	$44,082	$46,866	$53,218	$63,300	$55,729	125
208.00 Dir Comp Ctr Opr/Acad	$40,818	$45,475	$53,100	$69,893	$54,576	202
208.10 Assc Dir CC Opr/Acad	$35,000	$41,158	$43,332	$54,487	$47,743	80
209.00 Admn Grants-Contract	$39,419	$42,756	$48,637	$62,207	$52,760	297
210.00 Dean,Architecture	*	*	$84,605	$92,477	$91,975	46
211.00 Dean,Agriculture	$51,251	$62,391	$71,541	$106,302	$91,972	77
212.00 Dean,Arts & Letters	$48,865	$56,807	$68,852	$89,500	$68,852	90
213.00 Dean,Arts & Sciences	$52,166	$64,640	$73,000	$96,075	$72,805	264
214.00 Dean,Business	$48,814	$58,500	$75,786	$102,300	$72,917	431
215.00 Dean,Communications	$42,992	$48,989	$60,476	$91,120	$66,600	61
216.00 Dean,Continuing Ed	$47,953	$55,002	$60,826	$75,842	$59,017	346
217.00 Dean,Dentistry	$113,568	$115,000	$99,588	$128,089	$120,000	31
218.00 Dean,Education	$57,466	$62,480	$73,752	$89,872	$75,345	279
219.00 Dean,Engineering	$53,340	$55,265	$78,628	$111,991	$96,600	181
221.00 Dean,Extension	$44,977	$56,854	$61,926	$96,650	$63,800	65
222.00 Dean,Fine Arts	$47,000	$55,335	$68,343	$86,000	$72,678	114
223.00 Dean,Graduate Program	$63,085	$65,000	$69,764	$87,778	$77,360	225
224.00 Dean,Hlth-Rltd Prof	$49,527	$54,000	$66,304	$86,000	$67,100	179
225.00 Dean,Home Economics	$61,902	$60,500	$65,765	$92,868	$82,966	37
226.00 Dean,Humanities	$47,488	$53,170	$65,377	$79,378	$58,916	120
227.00 Dean,Instruction	$48,682	$57,000	$60,808	$70,547	$57,276	39
228.00 Dean,Law	*	$84,922	$98,325	$123,493	$120,000	61
229.00 Dean,Lib & Inf Sci	$46,392	$52,940	$64,227	$81,885	$67,803	62
230.00 Dean,Mathematics	$48,447	$53,320	$61,523	$69,024	$57,366	64
231.00 Dean,Medicine	$147,849	$154,100	$152,234	$184,372	$173,495	51
232.00 Dean,Music	$63,714	$56,978	$76,804	$85,032	$84,270	24
233.00 Dean,Nursing	$49,079	$53,676	$68,375	$92,311	$70,600	181
234.00 Dean,Occ Std/Voc Ed	$48,151	$56,101	$65,408	$73,581	$59,611	180
235.00 Dean,Pharmacy	$99,069	$110,640	$80,053	$107,488	$102,936	42
236.00 Dean,Public Health	*	$112,875	$65,005	$132,701	$128,140	12
237.00 Dean,Sciences	$48,619	$54,784	$70,910	$95,300	$67,400	169
238.00 Dean,Social Sciences	$48,726	$53,905	$68,613	$88,740	$59,643	119
239.00 Dean,Social Work	$51,997	$79,839	$69,855	$93,948	$89,940	45
240.00 Dean,Special Programs	$39,623	$46,599	$64,280	$54,000	$51,694	66
241.00 Dean,Undergrad Prog	$48,360	$56,754	$64,934	$79,193	$73,368	45
242.00 Dean,Veterinary Sci	$101,035	$51,852	*	$116,500	$115,176	19
ADMINISTRATIVE						
301.00 Chief Business Off	$56,700	$67,347	$79,000	$95,700	$73,446	612
301.01 Chief Admin Off	$57,000	$63,321	$72,010	$90,000	$73,336	138
301.02 Chief Financial Off	$51,000	$57,041	$65,699	$81,459	$68,370	226
301.10 Dir Env Health-Safety	$43,522	$40,000	$42,011	$54,637	$47,685	161
301.20 Dir Telecommunic	$40,743	$40,506	$44,400	$57,480	$48,881	216
302.00 Chief Planning Off	$56,200	$59,290	$65,347	$74,422	$64,876	115
303.00 Chief Budgeting Off	$47,946	$47,739	$53,955	$65,000	$56,000	268
303.10 Assc Budget Dir	$35,004	$41,045	$42,000	$52,000	$46,520	133
304.00 Chief Plan-Budgt Off	$63,703	$53,553	$65,662	$80,563	$72,427	61
305.00 General Counsel	$59,740	$61,258	$63,995	$81,072	$75,077	142
305.10 Staff Attorneys	$56,427	$57,851	$44,430	$53,844	$53,379	74
306.00 Chf Personnel/HR Off	$40,000	$45,650	$54,320	$69,432	$55,776	477
306.10 Assc Dir Pers/HR	$35,959	$37,615	$40,974	$49,993	$44,078	199
306.20 Manager Benefits	$28,850	$27,864	$32,002	$39,811	$34,085	228
306.30 Manager Training-Dev	$36,571	$33,979	$34,106	$40,000	$37,599	120
306.40 Manager Empl Relatns	$45,150	$54,400	$32,847	$42,207	$42,182	54
306.50 Manager Labor Rel	$53,733	$48,611	$47,129	$53,550	$51,573	47
306.60 Manager Employment	$37,893	$34,826	$30,905	$39,084	$35,475	164
306.70 Mgr Wage-Sal/Mgr,Comp	$36,500	$35,000	$30,000	$39,923	$37,574	137
306.80 Mgr Personnel Inf Sys	$37,026	$39,000	$34,703	$42,100	$38,982	87
307.00 Dir AA/EEO	$49,525	$49,927	$46,510	$57,988	$52,000	261
307.10 Assc Dir AA/EEO	$48,492	$33,466	$40,412	$38,886	$39,000	51
308.00 Dir Pers-AA	$38,028	$43,678	$51,702	$62,341	$44,092	134
309.00 Chief Inform Sys Off	$45,560	$51,700	$62,959	$77,561	$60,876	402
309.10 Assc Dir Computer Ctr	$37,788	$43,79[illegible]	$48,735	$60,743	$52,250	141
309.20 Data Base Admin	$32,403	$40,204	$40,867	$50,268	$45,011	137
309.30 Sys Analyst I-Hi	$34,586	$37,399	$41,085	$44,004	$41,060	277
309.40 Sys Analyst II-Lo	$31,824	$30,608	$32,921	$35,448	$33,667	178
309.50 Prog Analyst I-Hi	$30,000	$31,364	$34,041	$36,048	$33,732	341
309.60 Prog Analyst II-Lo	$27,850	$26,371	$28,227	$28,364	$27,898	286
310.00 Dir Comp Ctr Opr/Ad	$41,434	$47,796	$52,521	$66,952	$53,560	261

*3 cases or less

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MEDIAN SALARY BY ENROLLMENT QUARTILES FOR PUBLIC INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR PUBLIC INSTITUTIONS				PUBLIC INSTITUTIONS	PUBLIC INSTITUTIONS
	QUARTILE 1 2,141 OR LESS	QUARTILE 2 2,142-4,578	QUARTILE 3 4,579-10,836	QUARTILE 4 10,837 OR MORE	MED ENROLLMENT 4,578	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
310.10 Assc Dir Comp Ctr	$31,649	$38,247	$44,220	$56,180	$48,548	95
312.00 Chf Phys Plnt/Fac	$39,242	$47,700	$55,257	$70,496	$53,560	601
312.10 Assc Dir Phys Plnt	$33,721	$38,051	$41,204	$56,000	$44,782	289
312.20 Mgr Landscape/Grnds	$25,000	$28,600	$30,873	$37,929	$32,899	305
312.30 Mgr Bldg Mnt Trades	$26,366	$33,936	$37,044	$42,110	$37,353	241
312.40 Mgr Tech Trades	$36,252	$35,000	$35,220	$41,980	$39,130	117
312.50 Mgr Custodial Srv	$26,151	$27,950	$30,724	$37,718	$32,795	340
312.60 Mgr Power Plant	$35,889	$37,800	$36,107	$43,784	$39,645	181
313.00 Comptroller	$38,850	$48,000	$55,111	$69,156	$53,373	358
313.10 Manager Payroll	$27,430	$29,315	$31,548	$39,452	$33,965	344
314.00 Dir Accounting	$36,662	$36,412	$43,464	$52,788	$45,000	317
314.10 Staff Accountant-Hi	$29,185	$30,906	$33,284	$33,278	$32,000	341
314.20 Staff Accountant-Lo	$23,486	$24,690	$25,349	$25,702	$25,308	270
315.00 Bursar	$34,719	$36,500	$39,455	$47,500	$41,256	208
315.10 Assc Bursar	$28,158	$26,606	$32,800	$36,429	$33,192	54
316.00 Dir Purchasing	$31,680	$36,225	$41,278	$53,972	$42,529	451
316.10 Assc Dir Purchasing	$31,628	$28,727	$30,249	$44,995	$38,080	151
317.00 Dir Bookstore	$25,308	$32,347	$38,945	$46,333	$35,489	360
317.10 Assc Dir Bookstore	$21,522	$21,763	$25,750	$33,901	$28,821	116
318.00 Dir Internal Audit	$50,058	$35,653	$42,226	$54,745	$47,100	235
319.00 Dir Aux Services	$39,029	$46,715	$51,100	$62,200	$52,530	192
319.10 Mgr Mail Services	$19,167	$23,943	$24,354	$30,126	$26,296	246
320.00 Dir Campus Security	$33,825	$36,281	$40,555	$54,123	$42,765	423
321.00 Dir Risk Mgt/Ins	$60,702	$46,403	$43,152	$52,500	$50,470	100
322.00 Admin Hosp Med Ctr	$131,875	$170,677	$89,610	$161,238	$152,651	30
322.10 Dir Med Ctr Pub Rel	$66,450	$67,856	*	$57,054	$60,830	28
322.20 Dir Med Ctr Pers	*	$70,000	$34,500	$76,780	$70,500	20
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$49,708	$61,018	$66,233	$86,850	$66,955	316
401.10 Dir Annual Giving	$28,999	$35,261	$37,285	$42,100	$39,144	142
401.20 Dir Corp/Fndtn Rel	$34,966	$43,882	$53,295	$50,000	$48,093	111
401.30 Coord Res Dev	$32,000	$29,702	$32,136	$35,492	$32,547	64
401.40 Dir Estate Pln	*	$34,120	$39,944	$55,000	$52,520	38
402.00 Chf Public Rel Off	$35,710	$44,000	$48,841	$68,077	$51,818	318
402.10 Dir Gov/Leg Rel	$86,847	$66,055	$54,564	$71,600	$68,500	117
403.00 Chf Dev/Pub Rel Off	$38,880	$51,912	$73,500	$86,000	$72,109	130
404.00 Dir Alumni Affairs	$30,765	$36,000	$39,121	$52,015	$42,347	280
405.00 Dir Dev/Alumni Aff	$38,382	$43,260	$50,658	$55,100	$48,120	66
406.00 Dir Spec/Defer Gifts	$47,024	$45,000	$53,880	$55,110	$53,643	36
407.00 Dir Church Relations	*	*	*	*	*	1
408.00 Dir Community Serv	$39,262	$45,764	$49,027	$55,246	$45,179	122
409.00 Dir Publications	$34,408	$35,877	$38,051	$44,375	$40,430	200
409.10 Assc Dir Publicatns	$23,890	$36,277	$32,635	$34,402	$34,353	58
409.20 Mgr Printing Srv	$27,232	$28,997	$32,490	$41,751	$34,350	282
410.00 Dir Info Office	$31,401	$35,840	$40,821	$49,764	$40,000	228
411.00 Dir News Bureau	$32,491	$31,376	$33,445	$41,543	$37,115	130
STUDENT SERVICES						
501.00 Chf Student Aff Off	$52,028	$61,565	$71,200	$87,163	$67,273	574
501.50 Dean of Students	$49,476	$56,535	$52,645	$63,339	$56,384	232
502.00 Chief Admissions Off	$39,378	$42,902	$50,070	$56,496	$48,680	393
502.10 Assc Dir Admissions	$29,038	$32,000	$35,000	$40,128	$35,491	262
502.20 Admissions Counselor	$25,646	$25,729	$25,081	$25,220	$25,515	313
502.30 Academic Advisor	$31,201	$30,733	$29,219	$27,538	$29,214	187
503.00 Dir Adm & Registrar	$40,429	$45,710	$50,515	$67,339	$48,460	173
504.00 Registrar	$35,627	$45,200	$49,560	$57,500	$48,348	454
504.10 Assc Registrar	$28,084	$30,445	$37,983	$42,238	$38,025	204
504.20 Asst Registrar	$22,584	$28,726	$30,067	$34,536	$30,746	185
505.00 Dir Adm/Fin Aid	$43,000	$45,250	$62,617	$76,473	$48,784	25
506.00 Dir Student Fin Aid	$35,000	$41,173	$45,206	$54,278	$43,704	621
506.10 Assc Dir Std Fin Aid	$26,239	$30,147	$33,679	$39,988	$34,441	310
507.00 Dir Food Services	$25,649	$33,930	$40,232	$51,750	$42,000	164
507.10 Assc Dir Food Serv	$28,674	$21,000	$29,211	$41,121	$36,423	70
508.00 Dir Residence Halls	$30,300	$36,672	$43,848	$55,412	$43,896	280
508.10 Assc Dir Std Housing	$33,823	$30,493	$33,020	$42,424	$36,088	130
508.20 Housing Off/Adm Opr	$22,442	$34,653	$32,000	$39,021	$37,768	101
508.30 Housing Off/Res Life	$23,571	$25,000	$29,761	$36,574	$30,600	149
509.00 Dir Union/Std Act	$39,257	$39,195	$43,834	$53,328	$45,994	99
510.00 Dir Foreign Students	$35,769	$35,940	$33,000	$41,782	$38,470	139
511.00 Dir Student Union	$33,747	$35,940	$42,582	$52,452	$43,663	160
511.10 Assc Dir Std Union	$30,167	$26,390	$33,387	$37,687	$35,243	102
512.00 Dir Std Activities	$28,434	$31,873	$35,304	$44,000	$35,475	348
513.00 Dir Career Dev-Plcmt	$32,960	$37,129	$42,000	$49,380	$41,774	437
514.00 Dir Std Counseling	$37,537	$43,558	$50,001	$56,500	$48,300	435
514.10 Assc Dir Std Cnslg	$29,244	$31,678	$39,964	$45,323	$41,100	106
515.00 Dir Std Hlth-Physicn	$76,360	$65,906	$77,505	$82,605	$80,238	164
516.00 Dir Std Hlth-Nurse	$29,861	$29,185	$35,135	$42,667	$34,300	191
517.00 Dir Campus Ministries	$30,491	$31,000	$14,500	$36,567	$30,491	8
518.00 Dir Athletics	$41,238	$48,976	$59,000	$86,100	$58,200	387
519.00 Dir Sports Info	$23,190	$26,419	$28,827	$38,557	$32,436	233
520.00 Dir Athletics/Men	$34,869	$32,935	$54,723	$62,792	$57,104	37
521.00 Dir Athletics/Women	$33,057	$26,534	$39,452	$55,037	$48,841	69
522.00 Dir Campus Rec	$26,000	$28,800	$35,813	$46,383	$37,431	235
523.00 Chief Enrollment Mgmt	$47,039	$50,600	$60,900	$65,412	$55,000	85
524.00 Dir Minority Affairs	$27,000	$34,950	$35,700	$48,327	$40,000	163
525.00 Dir Conferences	$31,200	$39,505	$37,880	$47,368	$41,822	120

*3 cases or less

TABLE 7
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR PRIVATE/NON-RELIGIOUS INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR PRIV/NON-REL INSTITUTIONS				PRIV/NON-REL INSTITUTIONS	PRIV/NON-REL INSTITUTIONS
	QUARTILE 1 775 OR LESS	QUARTILE 2 776-1,400	QUARTILE 3 1,401-2,879	QUARTILE 4 2,880 OR MORE	MED ENROLLMENT 1,400	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$91,750	$130,000	$114,776	$153,500	$126,000	20
101.10 Asst to Ceo/System	*	*	$34,236	$46,145	$41,690	5
102.00 Ceo / Single Inst	$91,000	$115,000	$138,600	$158,750	$120,000	328
102.10 Asst to Ceo/Single	$34,968	$39,625	$45,500	$60,852	$44,875	170
103.00 Exec Vice Pres	$67,000	$84,000	$88,260	$132,375	$99,282	54
ACADEMIC						
201.00 Chief Acad Off	$64,071	$75,938	$85,000	$113,836	$82,452	325
202.00 Chf Hlth Prof Off	$80,500	$52,561	$30,923	$265,000	$96,200	17
203.00 Dir Library Serv	$36,256	$43,878	$53,957	$65,500	$50,000	310
203.10 Circulatn Librarian	$23,845	$24,872	$28,846	$32,841	$28,730	136
203.20 Acquistns Librarian	$25,938	$27,905	$34,622	$37,978	$34,190	131
203.30 Tech Serv Librarian	$28,120	$27,712	$34,699	$43,188	$34,200	203
203.40 Public Serv Librarian	$31,900	$32,376	$37,350	$44,854	$36,324	116
203.50 Reference Librarian	$27,500	$27,528	$32,700	$36,603	$30,949	201
204.00 Dir Instit Research	$37,800	$41,108	$42,500	$52,000	$47,000	85
204.10 Assc Dir Inst Res	*	$24,685	$28,512	$39,062	$36,507	27
205.00 Dir Educ Media Serv	$32,301	$27,480	$34,590	$42,436	$33,610	121
206.00 Dir Learning Res Ctr	$30,783	$27,675	$34,086	$37,009	$33,096	90
207.00 Dir Internatl Std Ed	$30,400	$40,536	$40,420	$51,642	$42,587	54
208.00 Dir Comp Ctr Opr/Acad	$33,234	$44,675	$45,701	$64,914	$48,400	138
208.10 Assc Dir CC Opr/Acad	$35,790	$31,593	$36,455	$52,669	$38,000	51
209.00 Admn Grants-Contract	$36,356	$35,231	$39,774	$52,900	$44,250	92
210.00 Dean,Architecture	*	$93,000	$62,500	$105,650	$99,700	15
211.00 Dean,Agriculture	*	*	*	*	*	3
212.00 Dean,Arts & Letters	$36,750	$67,121	$45,300	$83,480	$64,265	12
213.00 Dean,Arts & Sciences	$36,000	$48,144	$65,350	$92,019	$80,900	82
214.00 Dean,Business	$34,300	$46,038	$59,000	$103,000	$85,113	113
215.00 Dean,Communications	*	$49,192	$45,301	$85,478	$70,000	15
216.00 Dean,Continuing Ed	$41,538	$45,954	$54,000	$71,762	$56,135	103
217.00 Dean,Dentistry	$81,187	*	*	$150,000	$138,425	6
218.00 Dean,Education	$29,550	$44,400	$51,892	$78,387	$61,717	59
219.00 Dean,Engineering	*	$65,000	$58,330	$111,500	$100,000	50
221.00 Dean,Extension	$51,827	*	*	$96,400	$89,800	6
222.00 Dean,Fine Arts	$36,679	$58,756	$55,000	$96,750	$62,604	31
223.00 Dean,Graduate Program	$62,304	$54,500	$65,000	$83,375	$68,450	84
224.00 Dean,Hlth-Rltd Prof	$77,742	$52,913	$56,601	$69,266	$63,482	19
225.00 Dean,Home Economics	*	$55,537	*	$95,500	$75,519	4
226.00 Dean,Humanities	$32,250	$47,458	$51,440	$75,542	$49,820	37
227.00 Dean,Instruction	*	$42,500	$53,536	$74,895	$59,571	5
228.00 Dean,Law	$100,000	$80,726	$125,000	$151,500	$150,000	38
229.00 Dean,Lib & Inf Sci	*	$29,705	*	$95,488	$89,000	7
230.00 Dean,Mathematics	*	$62,200	$61,625	$72,054	$62,001	10
231.00 Dean,Medicine	$190,000	$220,181	*	$220,000	$219,750	14
232.00 Dean,Music	*	$50,611	$43,025	$81,876	$75,985	23
233.00 Dean,Nursing	$53,400	$50,875	$52,000	$90,325	$64,735	45
234.00 Dean,Occ Std/Voc Ed	*	*	$48,200	$69,000	$49,000	7
235.00 Dean,Pharmacy	*	$65,750	$108,160	$92,117	$92,117	8
236.00 Dean,Public Health	*	*	*	*	*	3
237.00 Dean,Sciences	$51,000	$44,785	$56,051	$83,184	$57,026	37
238.00 Dean,Social Sciences	$31,750	$43,490	$48,631	$63,131	$48,706	27
239.00 Dean,Social Work	*	$36,440	$37,828	$101,000	$93,150	12
240.00 Dean,Special Programs	$43,800	$36,761	$57,484	$85,000	$50,660	18
241.00 Dean,Undergrad Prog	$24,000	$47,086	$76,700	$80,500	$73,537	30
242.00 Dean,Veterinary Sci	*	*	*	*	*	3
ADMINISTRATIVE						
301.00 Chief Business Off	$55,000	$73,500	$89,000	$115,000	$81,476	266
301.01 Chief Admin Off	$45,841	$62,150	$72,250	$86,990	$70,750	56
301.02 Chief Financial Off	$45,500	$61,579	$70,280	$80,486	$67,416	113
301.10 Dir Env Health-Safety	$33,973	$39,658	$34,500	$63,800	$53,150	37
301.20 Dir Telecommunic	$26,380	$33,600	$38,900	$50,816	$45,825	63
302.00 Chief Planning Off	$48,962	$66,954	$61,850	$68,837	$63,000	33
303.00 Chief Budgeting Off	$36,707	$47,250	$49,252	$64,582	$58,050	78
303.10 Assc Budget Dir	$68,040	$43,690	$36,587	$51,625	$44,200	41
304.00 Chief Plan-Budgt Off	$61,150	$45,000	$56,700	$92,500	$68,950	16
305.00 General Counsel	$52,500	$81,372	$114,000	$98,000	$88,000	44
305.10 Staff Attorneys	$49,200	*	$81,052	$71,400	$71,372	30
306.00 Chf Personnel/HR Off	$37,113	$40,520	$49,500	$61,600	$49,437	226
306.10 Assc Dir Pers/HR	$37,600	$32,274	$37,268	$42,413	$38,750	78
306.20 Manager Benefits	$30,225	$27,040	$33,075	$38,878	$34,000	92
306.30 Manager Training-Dev	$36,000	$34,447	$63,500	$44,400	$42,380	24
306.40 Manager Empl Relatns	*	$39,466	$31,500	$45,540	$43,714	19
306.50 Manager Labor Rel	*	*	*	$60,266	$60,266	8
306.60 Manager Employment	$35,725	$30,896	$30,000	$36,900	$33,514	58
306.70 Mgr Wage-Sal/Mgr,Comp	$29,347	$32,860	$37,500	$42,418	$39,962	46
306.80 Mgr Personnel Inf Sys	$34,190	$37,134	$26,099	$49,470	$41,500	32
307.00 Dir AA/EEO	$59,250	$33,716	$45,800	$56,400	$54,863	43
307.10 Assc Dir AA/EEO	*	*	*	$41,258	$41,258	10
308.00 Dir Pers-AA	$30,000	$34,300	$40,568	$59,580	$40,135	39
309.00 Chief Inform Sys Off	$40,611	$47,750	$60,390	$75,692	$61,000	155
309.10 Assc Dir Computer Ctr	$34,400	$37,040	$41,998	$58,875	$45,820	60
309.20 Data Base Admin	$32,000	$29,900	$42,850	$49,750	$42,850	45
309.30 Sys Analyst I-Hi	$32,250	$30,134	$35,783	$43,100	$39,679	101
309.40 Sys Analyst-II-Lo	$23,690	$26,780	$31,251	$37,123	$32,205	56
309.50 Prog Analyst I-Hi	$32,122	$29,668	$32,239	$37,588	$33,652	149

*3 cases or less

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CUPA 1992-93 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR PRIV/NON-REL INSTITUTIONS				PRIV/NON-REL INSTITUTIONS	PRIV/NON-REL INSTITUTIONS
	QUARTILE 1 775 OR LESS	QUARTILE 2 776-1,400	QUARTILE 3 1,401-2,879	QUARTILE 4 2,880 OR MORE	MED ENROLLMENT 1,400	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
309.60 Prog Analyst II-Lo	$25,600	$23,475	$28,008	$28,188	$27,032	120
310.00 Dir Comp Ctr Opr/Ad	$40,300	$42,825	$47,513	$64,062	$49,658	160
310.10 Assc Dir Comp Ctr	$30,125	$38,635	$41,270	$53,200	$43,100	57
312.00 Chf Phys Plnt/Fac	$39,916	$48,056	$55,521	$69,800	$53,000	267
312.10 Assc Dir Phys Plnt	$28,935	$37,534	$42,635	$54,500	$43,300	115
312.20 Mgr Landscape/Grnds	$24,583	$28,263	$34,364	$40,441	$34,114	132
312.30 Mgr Bldg Mnt Trades	$35,936	$29,400	$36,350	$41,418	$36,650	104
312.40 Mgr Tech Trades	$30,496	$30,360	$40,400	$40,284	$38,907	70
312.50 Mgr Custodial Srv	$24,626	$29,000	$33,403	$37,544	$32,656	156
312.60 Mgr Power Plant	$27,392	$36,444	$43,892	$47,217	$42,600	49
313.00 Comptroller	$38,400	$44,423	$56,100	$70,828	$52,650	225
313.10 Manager Payroll	$24,373	$26,545	$28,260	$36,600	$30,300	155
314.00 Dir Accounting	$33,202	$36,400	$40,355	$47,200	$41,000	128
314.10 Staff Accountant-Hi	$29,425	$29,000	$32,894	$32,639	$31,000	154
314.20 Staff Accountant-Lo	$22,000	$23,751	$24,860	$26,567	$24,981	121
315.00 Bursar	$26,507	$26,150	$33,400	$44,400	$36,000	128
315.10 Assc Bursar	$20,202	*	$22,622	$30,725	$28,879	35
316.00 Dir Purchasing	$30,057	$30,870	$39,630	$43,326	$36,506	159
316.10 Assc Dir Purchasing	$29,713	$35,176	$22,300	$42,581	$36,665	40
317.00 Dir Bookstore	$25,200	$26,094	$34,622	$49,548	$28,947	162
317.10 Assc Dir Bookstore	$24,860	$21,085	$22,225	$31,000	$22,776	44
318.00 Dir Internal Audit	$41,350	$25,065	$43,483	$62,344	$57,644	61
319.00 Dir Aux Services	$31,250	$46,450	$47,495	$62,211	$49,023	75
319.10 Mgr Mail Services	$20,413	$19,667	$24,485	$29,489	$23,758	153
320.00 Dir Campus Security	$26,815	$29,400	$40,000	$50,350	$37,955	221
321.00 Dir Risk Mgt/Ins	$45,049	$56,767	$60,330	$61,963	$59,640	35
322.00 Admin Hosp Med Ctr	$49,281	*	$165,000	$254,000	$152,500	8
322.10 Dir Med Ctr Pub Rel	$54,500	$77,136	$61,036	$68,000	$65,000	15
322.20 Dir Med Ctr Pers	$35,020	*	$54,600	$77,778	$76,220	9
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$55,720	$71,400	$79,500	$96,000	$75,050	259
401.10 Dir Annual Giving	$35,000	$30,975	$40,074	$42,985	$37,932	190
401.20 Dir Corp/Fndtn Rel	$38,866	$37,825	$43,589	$52,750	$44,150	149
401.30 Coord Res Dev	$29,010	$26,060	$34,352	$36,750	$33,219	104
401.40 Dir Estate Pln	$40,136	$48,536	$55,000	$56,704	$53,790	76
402.00 Chf Public Rel Off	$35,513	$41,371	$45,000	$58,848	$45,000	208
402.10 Dir Gov/Leg Rel	$21,500	$55,000	$75,000	$65,000	$65,000	26
403.00 Chf Dev/Pub Rel Off	$50,000	$62,450	$90,750	$96,500	$82,200	52
404.00 Dir Alumni Affairs	$34,699	$32,193	$41,836	$46,907	$39,284	233
405.00 Dir Dev/Alumni Aff	$43,250	$40,000	$49,400	$63,900	$48,925	43
406.00 Dir Spec/Defer Gifts	$44,720	$43,117	$53,550	$59,501	$50,000	75
407.00 Dir Church Relations	$31,678	$30,618	$41,806	$63,525	$45,172	16
408.00 Dir Community Serv	$25,000	$30,412	$28,591	$32,500	$30,288	18
409.00 Dir Publications	$31,600	$34,107	$37,020	$45,295	$38,099	145
409.10 Assc Dir Publicatns	$25,500	$26,100	$32,550	$34,155	$29,342	69
409.20 Mgr Printing Srv	$21,800	$26,424	$28,500	$35,522	$29,355	104
410.00 Dir Info Office	$29,265	$30,368	$34,981	$48,720	$36,517	86
411.00 Dir News Bureau	$32,550	$28,957	$32,760	$45,198	$35,200	66
STUDENT SERVICES						
501.00 Chf Student Aff Off	$51,000	$55,000	$66,938	$85,140	$63,687	249
501.50 Dean of Students	$45,144	$46,370	$52,000	$60,000	$51,930	140
502.00 Chief Admissions Off	$39,250	$46,000	$57,691	$64,250	$51,595	261
502.10 Assc Dir Admissions	$27,500	$30,000	$34,945	$38,584	$33,581	242
502.20 Admissions Counselor	$20,947	$20,467	$22,433	$25,207	$22,500	235
502.30 Academic Advisor	$24,821	$28,995	$24,407	$27,515	$27,117	65
503.00 Dir Adm & Registrar	$34,128	$49,988	$52,000	$86,514	$45,878	15
504.00 Registrar	$30,000	$37,000	$44,670	$52,076	$40,000	312
504.10 Assc Registrar	$21,750	$26,042	$29,000	$36,689	$29,895	124
504.20 Asst Registrar	$18,009	$22,924	$23,540	$28,839	$25,306	122
505.00 Dir Adm/Fin Aid	$42,715	$56,000	$72,000	$78,650	$60,000	53
506.00 Dir Student Fin Aid	$32,000	$37,022	$43,200	$52,416	$40,000	318
506.10 Assc Dir Std Fin Aid	$23,500	$24,040	$28,500	$33,400	$28,860	195
507.00 Dir Food Services	$32,000	$37,019	$50,000	$64,000	$47,500	73
507.10 Assc Dir Food Serv	$22,050	$32,877	$35,961	$44,529	$34,994	41
508.00 Dir Residence Halls	$21,823	$29,088	$33,400	$46,500	$36,189	151
508.10 Assc Dir Std Housing	$16,250	$21,000	$29,000	$33,600	$30,560	67
508.20 Housing Off/Adm Opr	$26,000	$21,200	$27,938	$33,300	$28,779	51
508.30 Housing Off/Res Life	$24,573	$25,586	$24,000	$32,012	$27,700	90
509.00 Dir Union/Std Act	$18,640	$28,275	$31,543	$43,511	$37,168	55
510.00 Dir Foreign Students	$26,255	$29,923	$28,926	$35,735	$32,918	78
511.00 Dir Student Union	*	$35,221	$32,920	$42,550	$39,426	34
511.10 Assc Dir Std Union	$21,000	$30,600	$22,580	$34,227	$30,600	19
512.00 Dir Std Activities	$26,250	$24,770	$30,018	$34,252	$29,448	157
513.00 Dir Career Dev-Plcmt	$29,500	$30,765	$39,105	$45,200	$36,435	252
514.00 Dir Std Counseling	$28,371	$33,225	$38,750	$46,318	$40,603	179
514.10 Assc Dir Std Cnslg	$25,319	$28,869	$35,217	$40,284	$38,518	35
515.00 Dir Std Hlth-Physicn	$43,260	$77,035	$95,106	$95,000	$90,240	55
516.00 Dir Std Hlth-Nurse	$20,682	$27,050	$30,947	$39,034	$31,492	161
517.00 Dir Campus Ministries	$30,675	$30,915	$36,771	$40,923	$35,500	108
518.00 Dir Athletics	$33,179	$41,440	$53,632	$68,796	$52,282	223
519.00 Dir Sports Info	$22,914	$23,500	$24,318	$31,760	$27,793	128
520.00 Dir Athletics/Men	*	*	$34,720	$51,622	$42,800	7
521.00 Dir Athletics/Women	$25,690	$37,363	$40,508	$42,164	$41,256	29
522.00 Dir Campus Rec	$22,507	$28,836	$31,799	$35,988	$32,687	89
523.00 Chief Enrollment Mgmt	$46,500	$61,200	$60,252	$72,500	$63,832	47
524.00 Dir Minority Affairs	$32,341	$30,900	$44,070	$41,455	$41,443	84
525.00 Dir Conferences	$25,715	$31,252	$36,500	$42,022	$36,575	74

*3 cases or less

TABLE 8
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR PRIVATE/RELIGIOUS INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR PRIV/REL INSTITUTIONS				PRIV/REL INSTITUTIONS	PRIV/REL INSTITUTIONS
	QUARTILE 1 677 OR LESS	QUARTILE 2 678-1,138	QUARTILE 3 1,139-1,859	QUARTILE 4 1,860 OR MORE	MED ENROLLMENT 1,138	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$67,881	$71,843	$64,500	$115,500	$101,145	10
101.10 Asst to Ceo/System	*	*	*	*	*	2
102.00 Ceo / Single Inst	$67,730	$86,477	$98,262	$124,000	$93,075	298
102.10 Asst to Ceo/Single	$28,290	$35,000	$33,134	$51,170	$41,600	104
103.00 Exec Vice Pres	$47,030	$70,930	$74,000	$100,000	$72,080	54
ACADEMIC						
201.00 Chief Acad Off	$47,433	$59,541	$65,260	$86,000	$62,159	295
202.00 Chf Hlth Prof Off	*	$51,143	$49,910	$205,000	$64,933	11
203.00 Dir Library Serv	$31,074	$36,015	$40,021	$53,500	$40,000	291
203.10 Circulatn Librarian	$18,000	$20,476	$23,400	$28,900	$23,330	124
203.20 Acquistns Librarian	$19,200	$23,198	$26,800	$30,119	$26,825	102
203.30 Tech Serv Librarian	$22,944	$25,854	$27,133	$35,913	$27,603	168
203.40 Public Serv Librarian	$23,405	$23,648	$27,850	$35,280	$30,225	91
203.50 Reference Librarian	$24,483	$25,100	$27,239	$30,500	$27,477	181
204.00 Dir Instit Research	$32,446	$39,294	$36,811	$44,000	$40,253	78
204.10 Assc Dir Inst Res	$12,308	$17,100	$25,500	$30,200	$26,497	14
205.00 Dir Educ Media Serv	$24,750	$26,931	$25,708	$33,475	$28,832	114
206.00 Dir Learning Res Ctr	$25,154	$25,994	$30,088	$34,959	$29,223	86
207.00 Dir Internatl Std Ed	$21,545	$36,383	$32,488	$46,311	$38,924	43
208.00 Dir Comp Ctr Opr/Acad	$25,325	$34,223	$36,261	$47,780	$39,500	96
208.10 Assc Dir CC Opr/Acad	$21,820	$26,000	$27,470	$40,394	$29,017	30
209.00 Admn Grants-Contract	*	$28,319	$28,393	$49,687	$32,808	52
212.00 Dean,Arts & Letters	$27,035	*	$32,874	$70,500	$62,320	9
213.00 Dean,Arts & Sciences	$25,320	$50,160	$50,551	$80,672	$68,300	49
214.00 Dean,Business	$39,655	$41,295	$52,000	$89,000	$72,450	85
215.00 Dean,Communications	$24,094	$35,000	$37,010	$73,601	$37,005	20
216.00 Dean,Continuing Ed	$35,000	$42,200	$37,719	$57,008	$46,075	72
217.00 Dean,Dentistry	*	*	*	$131,622	$131,622	5
218.00 Dean,Education	$34,257	$42,025	$41,853	$62,604	$45,812	60
219.00 Dean,Engineering	$36,087	*	$51,215	$104,989	$73,550	16
221.00 Dean,Extension	$24,407	$60,975	*	$68,600	$61,488	10
222.00 Dean,Fine Arts	$26,682	$36,983	$40,050	$68,180	$42,806	28
223.00 Dean,Graduate Program	$45,944	$47,325	$46,200	$65,139	$53,000	75
224.00 Dean,Hlth-Rltd Prof	*	$62,000	$54,273	$68,280	$62,000	5
225.00 Dean,Home Economics	*	*	$41,050	$37,020	$39,035	4
226.00 Dean,Humanities	$35,000	$36,206	$39,530	$50,028	$39,106	40
227.00 Dean,Instruction	$32,425	$37,027	$45,728	$43,190	$40,109	4
228.00 Dean,Law	$30,000	*	*	$143,126	$141,752	21
229.00 Dean,Lib & Inf Sci	*	$53,794	$39,420	$64,900	$52,160	4
230.00 Dean,Mathematics	$32,664	$36,480	$38,610	$50,769	$37,000	17
231.00 Dean,Medicine	*	*	*	$190,000	$190,000	5
232.00 Dean,Music	$25,455	$31,000	$40,127	$52,938	$41,403	24
233.00 Dean,Nursing	$45,495	$46,828	$48,650	$71,260	$55,400	49
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	1
235.00 Dean,Pharmacy	*	*	*	*	*	2
236.00 Dean,Public Health	*	*	*	*	*	1
237.00 Dean,Sciences	$35,136	$39,000	$39,210	$56,796	$43,232	38
238.00 Dean,Social Sciences	$34,000	$38,145	$36,443	$52,309	$40,000	33
239.00 Dean,Social Work	*	$30,550	$39,125	$77,211	$43,000	9
240.00 Dean,Special Programs	$40,857	$28,840	$57,898	$47,680	$44,759	20
241.00 Dean,Undergrad Prog	$54,168	$47,165	$56,645	$56,000	$55,000	25
ADMINISTRATIVE						
301.00 Chief Business Off	$43,208	$54,319	$65,250	$88,000	$60,000	254
301.01 Chief Admin Off	$42,500	$55,500	$55,028	$66,100	$58,250	42
301.02 Chief Financial Off	$40,060	$49,400	$55,157	$82,700	$55,262	75
301.10 Dir Env Health-Safety	*	$26,725	$29,805	$34,743	$34,100	17
301.20 Dir Telecommunic	$20,736	$29,000	$26,732	$44,363	$35,750	42
302.00 Chief Planning Off	$40,960	$37,784	$43,200	$63,800	$53,150	26
303.00 Chief Budgeting Off	$30,040	$40,472	$45,663	$60,104	$51,585	38
303.10 Assc Budget Dir	$35,000	$33,000	$29,100	$45,300	$37,125	17
304.00 Chief Plan-Budgt Off	*	$58,256	$42,300	$44,000	$49,940	4
305.00 General Counsel	$48,000	$24,000	$33,000	$76,582	$71,455	20
305.10 Staff Attorneys	*	*	*	$64,500	$64,500	6
306.00 Chf Personnel/HR Off	$24,530	$32,778	$35,429	$52,026	$41,500	118
306.10 Assc Dir Pers/HR	$21,051	$24,708	$30,215	$37,088	$31,300	31
306.20 Manager Benefits	$27,915	$25,116	$20,016	$32,240	$30,437	45
306.30 Manager Training-Dev	*	*	*	$35,800	$35,800	8
306.40 Manager Empl Relatns	*	*	$30,098	$44,750	$44,000	5
306.50 Manager Labor Rel	*	*	*	*	*	1
306.60 Manager Employment	*	*	$22,195	$32,931	$32,155	17
306.70 Mgr Wage-Sal/Mgr,Comp	*	$22,000	*	$46,000	$43,558	12
306.80 Mgr Personnel Inf Sys	$13,412	*	$21,282	$30,525	$29,546	16
307.00 Dir AA/EEO	*	*	*	$55,854	$55,854	14
307.10 Assc Dir AA/EEO	*	$16,000	$17,800	$34,894	$23,114	6
308.00 Dir Pers-AA	$36,621	$29,100	$32,477	$46,050	$31,745	38
309.00 Chief Inform Sys Off	$30,587	$38,000	$43,709	$62,818	$46,914	112
309.10 Assc Dir Computer Ctr	$24,132	$24,000	$32,339	$40,200	$34,175	48
309.20 Data Base Admin	$23,989	$29,263	$25,933	$44,100	$31,987	34
309.30 Sys Analyst I-Hi	$20,079	$28,529	$30,800	$43,404	$33,583	60
309.40 Sys Analyst II-Lo	$15,600	$19,160	$26,500	$33,833	$26,335	30
309.50 Prog Analyst I-Hi	$26,316	$26,681	$28,094	$34,546	$30,700	93
309.60 Prog Analyst II-Lo	$22,350	$21,719	$23,735	$27,911	$26,780	69
310.00 Dir Comp Ctr Opr/Ad	$32,550	$33,846	$35,078	$53,380	$37,650	123
310.10 Assc Dir Comp Ctr	$22,050	$25,900	$23,137	$51,400	$33,600	43

*3 cases or less

TABLE 8
MEDIAN SALARY BY ENROLLMENT QUARTILES FOR PRIVATE/RELIGIOUS INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	SALARIES WITHIN ENROLLMENT QUARTILES FOR PRIV/REL INSTITUTIONS				PRIV/REL INSTITUTIONS	PRIV/REL INSTITUTIONS
	QUARTILE 1 677 OR LESS	QUARTILE 2 678-1,138	QUARTILE 3 1,139-1,859	QUARTILE 4 1,860 OR MORE	MED ENROLLMENT 1,138	
	Median Salary	Median Salary	Median Salary	Median Salary	Median Salary	Number of Cases
312.00 Chf Phys Plnt/Fac	$31,212	$35,000	$43,388	$53,905	$42,289	236
312.10 Assc Dir Phys Plnt	$27,200	$27,132	$30,958	$45,066	$32,560	88
312.20 Mgr Landscape/Grnds	$20,658	$23,575	$27,213	$32,460	$27,900	104
312.30 Mgr Bldg Mnt Trades	$24,774	$28,228	$29,403	$38,940	$32,725	78
312.40 Mgr Tech Trades	$22,419	$24,336	$28,235	$35,898	$30,030	29
312.50 Mgr Custodial Srv	$20,837	$22,381	$25,000	$31,050	$25,880	103
312.60 Mgr Power Plant	*	$24,460	$33,286	$41,263	$34,470	25
313.00 Comptroller	$29,900	$35,748	$41,000	$54,828	$42,105	173
313.10 Manager Payroll	$18,637	$20,510	$23,850	$29,238	$24,918	102
314.00 Dir Accounting	$25,845	$27,300	$34,387	$44,065	$34,518	73
314.10 Staff Accountant-Hi	$22,450	$24,128	$24,500	$30,408	$26,423	124
314.20 Staff Accountant-Lo	$15,000	$18,300	$21,899	$25,000	$22,273	76
315.00 Bursar	$18,828	$24,631	$26,775	$35,416	$28,630	69
315.10 Assc Bursar	$17,997	$20,800	$29,446	$32,075	$29,892	21
316.00 Dir Purchasing	$23,707	$29,163	$30,958	$37,415	$33,470	89
316.10 Assc Dir Purchasing	*	$20,535	$25,898	$37,536	$26,850	14
317.00 Dir Bookstore	$18,030	$23,675	$23,500	$34,200	$24,763	176
317.10 Assc Dir Bookstore	$18,000	$16,000	$17,015	$30,900	$18,000	29
318.00 Dir Internal Audit	*	$25,909	$38,100	$56,000	$51,382	20
319.00 Dir Aux Services	$25,163	$30,000	$35,226	$54,300	$39,965	54
319.10 Mgr Mail Services	$15,353	$15,221	$17,217	$23,678	$18,030	121
320.00 Dir Campus Security	$15,142	$23,175	$27,400	$35,054	$29,485	168
321.00 Dir Risk Mgt/Ins	*	$13,500	*	$46,250	$46,000	13
322.00 Admin Hosp Med Ctr	*	*	*	*	*	3
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	3
322.20 Dir Med Ctr Pers	*	*	*	$57,421	$57,421	4
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$45,000	$55,560	$62,510	$75,476	$60,000	245
401.10 Dir Annual Giving	$29,484	$32,000	$31,320	$38,688	$34,043	181
401.20 Dir Corp/Fndtn Rel	$25,860	$34,900	$37,625	$45,038	$39,034	100
401.30 Coord Res Dev	$31,992	$25,275	$26,200	$33,336	$29,500	57
401.40 Dir Estate Pln	$39,873	$32,726	$41,725	$54,587	$43,260	81
402.00 Chf Public Rel Off	$26,054	$32,262	$36,065	$49,498	$35,763	170
402.10 Dir Gov/Leg Rel	*	$37,590	*	$67,412	$66,856	10
403.00 Chf Dev/Pub Rel Off	$35,950	$47,358	$54,900	$82,000	$63,500	51
404.00 Dir Alumni Affairs	$25,000	$28,000	$32,419	$39,915	$31,164	229
405.00 Dir Dev/Alumni Aff	$32,250	$42,969	$46,738	$49,098	$46,738	29
406.00 Dir Spec/Defer Gifts	$21,992	$32,130	$44,117	$50,250	$40,959	64
407.00 Dir Church Relations	$33,946	$37,383	$38,000	$40,901	$38,000	72
408.00 Dir Community Serv	*	$27,500	$32,750	$38,000	$34,000	28
409.00 Dir Publications	$25,000	$27,055	$29,564	$39,352	$30,200	101
409.10 Assc Dir Publicatns	$19,100	$21,000	$25,375	$28,873	$23,383	44
409.20 Mgr Printing Srv	$19,169	$21,219	$22,712	$32,350	$24,488	84
410.00 Dir Info Office	$22,225	$31,025	$30,375	$39,500	$31,051	66
411.00 Dir News Bureau	$18,488	$22,080	$24,328	$32,271	$25,000	57
STUDENT SERVICES						
501.00 Chf Student Aff Off	$35,500	$46,000	$50,300	$68,000	$50,014	236
501.50 Dean of Students	$31,056	$40,500	$39,300	$50,896	$40,191	120
502.00 Chief Admissions Off	$30,366	$37,154	$39,611	$52,387	$39,236	222
502.10 Assc Dir Admissions	$24,000	$25,060	$28,050	$34,260	$29,000	183
502.20 Admissions Counselor	$18,625	$19,460	$19,932	$22,610	$20,369	218
502.30 Academic Advisor	$26,137	$25,000	$25,300	$29,037	$26,807	66
503.00 Dir Adm & Registrar	$30,129	$33,200	*	*	$31,757	9
504.00 Registrar	$26,030	$30,935	$35,000	$45,817	$34,248	287
504.10 Assc Registrar	$20,609	$21,468	$23,420	$35,500	$25,258	79
504.20 Asst Registrar	$19,130	$19,141	$21,978	$25,800	$22,500	113
505.00 Dir Adm/Fin Aid	$33,936	$44,579	$55,000	$60,400	$47,430	37
506.00 Dir Student Fin Aid	$24,500	$29,894	$33,800	$45,275	$33,500	276
506.10 Assc Dir Std Fin Aid	$22,000	$21,200	$23,598	$30,225	$25,000	145
507.00 Dir Food Services	$22,824	$30,870	$36,269	$48,000	$34,500	71
507.10 Assc Dir Food Serv	$18,670	$27,100	$24,961	$30,509	$26,048	37
508.00 Dir Residence Halls	$20,000	$25,000	$28,413	$35,156	$28,380	155
508.10 Assc Dir Std Housing	$23,580	$18,190	$21,819	$30,000	$25,400	48
508.20 Housing Off/Adm Opr	*	$31,500	$17,750	$25,967	$25,829	16
508.30 Housing Off/Res Life	$24,213	$23,716	$24,260	$25,500	$24,380	68
509.00 Dir Union/Std Act	*	$25,100	$25,500	$34,168	$28,475	32
510.00 Dir Foreign Students	$30,384	$24,290	$28,178	$31,900	$30,001	56
511.00 Dir Student Union	$12,522	$31,774	$19,250	$39,852	$34,622	31
511.10 Assc Dir Std Union	*	$20,785	$31,050	$28,070	$28,059	13
512.00 Dir Std Activities	$22,440	$24,665	$26,224	$31,200	$26,522	155
513.00 Dir Career Dev-Plcmt	$24,945	$27,278	$30,404	$40,000	$30,524	207
514.00 Dir Std Counseling	$30,620	$30,438	$33,680	$45,746	$34,303	169
514.10 Assc Dir Std Cnslg	$25,000	$28,575	$29,665	$36,715	$31,492	41
515.00 Dir Std Hlth-Physicn	$11,867	$27,225	$29,232	$71,650	$41,250	17
516.00 Dir Std Hlth-Nurse	$24,800	$23,269	$23,905	$31,250	$25,700	182
517.00 Dir Campus Ministries	$26,308	$29,457	$30,940	$38,625	$31,533	204
518.00 Dir Athletics	$30,048	$36,124	$43,230	$59,555	$40,600	225
519.00 Dir Sports Info	$19,181	$21,111	$23,000	$28,628	$24,092	116
520.00 Dir Athletics/Men	$40,600	$22,000	$42,500	$50,000	$46,075	20
521.00 Dir Athletics/Women	$20,072	$30,316	$32,300	$45,730	$35,343	37
522.00 Dir Campus Rec	$17,333	$20,500	$25,385	$31,338	$26,322	79
523.00 Chief Enrollment Mgmt	$37,500	$45,342	$52,002	$66,401	$56,000	73
524.00 Dir Minority Affairs	$38,000	$24,666	$26,005	$37,500	$32,353	71
525.00 Dir Conferences	$23,220	$27,040	$26,948	$34,280	$30,048	62

*3 cases or less

TABLE 9
SALARY PERCENTILES FOR ALL DOCTORAL INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$149,750	$129,000	$141,156	$155,800	$180,385	26
101.10 Asst to Ceo/System	$71,900	$51,912	$62,000	$80,160	$82,000	14
102.00 Ceo / Single Inst	$138,600	$119,940	$129,583	$149,997	$177,000	150
102.10 Asst to Ceo/Single	$63,050	$49,895	$60,000	$70,948	$83,840	98
103.00 Exec Vice Pres	$132,375	$98,088	$115,000	$140,000	$177,200	41
ACADEMIC						
201.00 Chief Acad Off	$119,000	$98,300	$112,000	$126,000	$145,000	165
202.00 Chf Hlth Prof Off	$195,046	$134,000	$171,770	$230,000	$297,000	36
203.00 Dir Library Serv	$83,760	$67,100	$79,846	$88,000	$98,002	162
203.10 Circulatn Librarian	$36,725	$29,870	$34,706	$38,375	$44,304	124
203.20 Acquistns Librarian	$40,502	$34,380	$38,372	$42,000	$48,885	121
203.30 Tech Serv Librarian	$51,810	$39,750	$48,000	$55,152	$61,300	114
203.40 Public Serv Librarian	$52,059	$42,400	$48,816	$55,024	$63,000	99
203.50 Reference Librarian	$40,462	$34,500	$38,304	$42,888	$48,617	121
204.00 Dir Instit Research	$60,260	$48,000	$57,747	$62,500	$71,250	116
204.10 Assc Dir Inst Res	[illegible]46,000	$34,927	$43,350	$48,000	$54,763	43
205.00 Dir Educ Media Serv	[illegible]887	$40,231	$49,089	$57,319	$63,513	85
206.00 Dir Learning Res Ctr	[illegible]814	$35,000	$48,000	$53,030	$63,700	48
207.00 Dir Internatl Std Ed	$6[illegible]80	$42,899	$55,837	$70,222	$85,000	73
208.00 Dir Comp Ctr Opr/Acad	$72,[illegible]25	$59,033	$68,875	$75,824	$87,450	85
208.10 Assc Dir CC Opr/Acad	$55,689	$46,109	$53,491	$60,551	$70,591	40
209.00 Admn Grants-Contract	$66,596	$50,123	$61,008	$70,004	$80,700	130
210.00 Dean,Architecture	$96,500	$84,605	$91,000	$100,000	$109,800	50
211.00 Dean,Agriculture	$105,600	$89,508	$100,000	$112,616	$121,000	47
212.00 Dean,Arts & Letters	$92,467	$73,000	$89,500	$96,994	$110,000	24
213.00 Dean,Arts & Sciences	$99,468	$86,100	$96,024	$105,882	$121,000	104
214.00 Dean,Business	$113,434	$93,100	$106,600	$120,000	$145,600	147
215.00 Dean,Communications	$93,850	$67,425	$87,286	$95,950	$111,800	35
216.00 Dean,Continuing Ed	$79,357	$68,609	$77,000	$82,900	$93,338	88
217.00 Dean,Dentistry	$131,622	$120,000	$126,850	$140,100	$150,000	27
218.00 Dean,Education	$90,000	$77,532	$87,000	$94,605	$106,000	119
219.00 Dean,Engineering	$117,400	$100,000	$111,125	$125,000	$142,500	117
221.00 Dean,Extension	$96,650	$85,808	$93,680	$99,250	$104,750	25
222.00 Dean,Fine Arts	$89,682	$79,072	$87,908	$93,525	$107,050	45
223.00 Dean,Graduate Program	$91,500	$79,006	$87,400	$97,500	$112,486	125
224.00 Dean,Hlth-Rltd Prof	$91,862	$82,740	$88,873	$92,909	$98,922	30
225.00 Dean,Home Economics	$92,989	$74,725	$89,234	$96,129	$104,130	30
226.00 Dean,Humanities	$97,000	$85,507	$90,083	$101,280	$122,000	20
227.00 Dean,Instruction	*	*	*	*	*	2
228.00 Dean,Law	$133,164	$114,900	$123,904	$141,354	$160,000	80
229.00 Dean,Lib & Inf Sci	$88,416	$72,225	$82,819	$91,000	$101,975	27
230.00 Dean,Mathematics	$93,081	$69,024	$86,661	$99,500	$107,805	8
231.00 Dean,Medicine	$192,860	$160,000	$182,750	$217,900	$244,250	45
232.00 Dean,Music	$89,460	$81,000	$85,032	$98,700	$107,000	28
233.00 Dean,Nursing	$97,300	$82,820	$90,000	$101,000	$113,370	72
234.00 Dean,Occ Std/Voc Ed	$78,540	$75,911	$77,004	$81,599	$91,623	11
235.00 Dean,Pharmacy	$107,488	$89,849	$100,456	$111,800	$123,912	34
236.00 Dean,Public Health	$138,348	$126,280	$137,000	$139,000	$178,000	13
237.00 Dean,Sciences	$107,688	$92,940	$103,000	$110,997	$121,958	42
238.00 Dean,Social Sciences	$103,274	$81,437	$100,193	$104,796	$117,825	21
239.00 Dean,Social Work	$95,270	$84,250	$92,300	$99,500	$109,999	43
240.00 Dean,Special Programs	$72,411	$54,000	$71,200	$73,622	$86,808	8
241.00 Dean,Undergrad Prog	$84,800	$69,990	$79,193	$88,325	$100,000	35
242.00 Dean,Veterinary Sci	$117,170	$100,212	$115,176	$119,322	$138,000	19
ADMINISTRATIVE						
301.00 Chief Business Off	$103,768	$88,686	$98,000	$110,200	$125,788	130
301.01 Chief Admin Off	$96,805	$83,831	$92,800	$99,824	$118,250	43
301.02 Chief Financial Off	$84,045	$69,500	$80,000	$90,000	$112,250	76
301.10 Dir Env Health-Safety	$57,500	$42,212	$53,122	$63,190	$73,368	111
301.20 Dir Telecommunic	$59,421	$44,000	$53,390	$62,410	$72,400	117
302.00 Chief Planning Off	$85,000	$68,039	$77,000	$90,000	$101,000	33
303.00 Chief Budgeting Off	$66,456	$54,000	$64,500	$69,472	$80,000	113
303.10 Assc Budget Dir	$52,500	$43,320	$49,282	$56,076	$67,000	67
304.00 Chief Plan-Budgt Off	$84,340	$68,950	$80,220	$89,814	$111,000	33
305.00 General Counsel	$88,475	$71,000	$81,072	$95,000	$116,250	97
305.10 Staff Attorneys	$56,707	$48,704	$53,379	$62,867	$76,825	75
306.00 Chf Personnel/HR Off	$70,000	$57,559	$65,628	$74,000	$88,180	163
306.10 Assc Dir Pers/HR	$48,635	$40,187	$45,480	$51,168	$61,900	84
306.20 Manager Benefits	$42,971	$32,864	$38,808	$46,500	$53,600	123
306.30 Manager Training-Dev	$40,450	$34,920	$39,000	$44,100	$52,000	79
306.40 Manager Empl Relatns	$42,637	$35,600	$41,634	$46,750	$54,400	46
306.50 Manager Labor Rel	$52,642	$46,185	$50,095	$54,057	$66,448	30
306.60 Manager Employment	$40,968	$30,728	$38,550	$43,057	$51,309	103
306.70 Mgr Wage-Sal/Mgr,Comp	$41,652	$33,972	$39,288	$46,752	$51,141	94
306.80 Mgr Personnel Inf Sys	$42,729	$33,306	$41,000	$48,100	$53,000	62
307.00 Dir AA/EEO	$58,000	$46,800	$55,392	$61,500	$70,350	121
307.10 Assc Dir AA/EEO	$39,598	$34,668	$38,431	$41,145	$48,440	40
308.00 Dir Pers-AA	$53,419	$39,120	$49,400	$61,400	$80,900	9
309.00 Chief Inform Sys Off	$79,859	$66,442	$76,484	$85,000	$105,000	112
309.10 Assc Dir Computer Ctr	$64,743	$53,550	$60,700	$69,210	$79,348	51
309.20 Data Base Admin	$50,774	$43,550	$48,960	$52,613	$58,417	73
309.30 Sys Analyst I-Hi	$43,612	$36,677	$41,560	$45,095	$49,887	112
309.40 Sys Analyst II-Lo	$36,002	$29,580	$34,805	$37,337	$40,833	83
309.50 Prog Analyst I-Hi	$35,838	$30,182	$33,848	$38,253	$43,680	137
309.60 Prog Analyst II-Lo	$28,246	$25,244	$27,574	$29,407	$31,945	123
310.00 Dir Comp Ctr Opr/Ad	$69,094	$55,884	$63,683	$73,772	$82,000	96
310.10 Assc Dir Comp Ctr	$59,115	$52,620	$57,800	$61,340	$69,156	46
312.00 Chf Phys Plnt/Fac	$75,425	$62,877	$70,778	$79,943	$91,400	156

*3 cases or less

TABLE 9
SALARY PERCENTILES FOR ALL DOCTORAL INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.10 Assc Dir Phys Plnt	$58,597	$48,775	$56,000	$62,122	$73,400	104
312.20 Mgr Landscape/Grnds	$40,192	$33,949	$37,773	$42,700	$48,981	135
312.30 Mgr Bldg Mnt Trades	$45,142	$36,396	$42,000	$47,687	$54,484	108
312.40 Mgr Tech Trades	$44,262	$37,720	$40,941	$46,569	$52,564	64
312.50 Mgr Custodial Srv	$38,000	$31,488	$36,840	$41,300	$49,920	131
312.60 Mgr Power Plant	$45,760	$36,932	$43,498	$50,640	$60,000	97
313.00 Comptroller	$74,525	$60,576	$69,000	$79,000	$90,000	125
313.10 Manager Payroll	$40,125	$33,372	$38,040	$45,000	$53,500	148
314.00 Dir Accounting	$54,759	$46,000	$52,100	$57,450	$64,199	115
314.10 Staff Accountant-Hi	$33,949	$27,874	$31,190	$36,231	$41,500	129
314.20 Staff Accountant-Lo	$25,636	$21,998	$24,810	$26,615	$29,209	120
315.00 Bursar	$49,537	$39,913	$46,733	$52,025	$61,502	97
315.10 Assc Bursar	$36,030	$30,060	$34,560	$37,416	$44,207	38
316.00 Dir Purchasing	$53,869	$45,057	$51,738	$58,325	$66,931	155
316.10 Assc Dir Purchasing	$45,000	$36,273	$42,291	$47,468	$53,242	75
317.00 Dir Bookstore	$47,415	$41,121	$46,350	$49,877	$56,900	93
317.10 Assc Dir Bookstore	$34,000	$30,234	$33,000	$37,217	$43,824	43
318.00 Dir Internal Audit	$58,973	$47,966	$55,000	$63,026	$76,500	124
319.00 Dir Aux Services	$65,219	$55,106	$62,600	$66,820	$81,100	85
319.10 Mgr Mail Services	$30,928	$24,300	$28,144	$32,400	$38,060	128
320.00 Dir Campus Security	$55,000	$44,660	$51,418	$56,800	$66,336	157
321.00 Dir Risk Mgt/Ins	$58,160	$44,952	$54,800	$61,632	$68,432	83
322.00 Admin Hosp Med Ctr	$162,300	$121,700	$149,448	$168,000	$238,000	27
322.10 Dir Med Ctr Pub Rel	$59,106	$51,394	$55,809	$63,289	$78,805	30
322.20 Dir Med Ctr Pers	$77,050	$57,421	$71,610	$87,729	$97,006	25
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$96,000	$79,000	$92,718	$102,275	$125,000	117
401.10 Dir Annual Giving	$44,000	$35,004	$41,000	$49,277	$60,175	97
401.20 Dir Corp/Fndtn Rel	$52,000	$42,000	$50,000	$58,882	$69,000	89
401.30 Coord Res Dev	$40,000	$30,738	$36,321	$43,862	$51,239	45
401.40 Dir Estate Pln	$57,131	$49,960	$55,000	$63,725	$76,661	53
402.00 Chf Public Rel Off	$73,400	$56,649	$66,300	$78,200	$100,000	105
402.10 Dir Gov/Leg Rel	$71,178	$57,360	$67,398	$78,279	$87,000	78
403.00 Chf Dev/Pub Rel Off	$94,694	$77,250	$88,584	$101,200	$123,100	58
404.00 Dir Alumni Affairs	$54,111	$42,457	$50,000	$60,000	$71,110	132
405.00 Dir Dev/Alumni Aff	$69,928	$42,400	$63,900	$73,850	$99,000	23
406.00 Dir Spec/Defer Gifts	$56,850	$45,676	$54,000	$60,500	$76,336	44
407.00 Dir Church Relations	$56,076	$49,170	$55,000	$56,234	$64,000	7
408.00 Dir Community Serv	$50,000	$41,138	$47,376	$60,312	$68,906	25
409.00 Dir Publications	$47,207	$39,100	$44,164	$49,560	$58,500	112
409.10 Assc Dir Publicatns	$36,723	$30,618	$34,409	$38,000	$45,000	38
409.20 Mgr Printing Srv	$43,096	$34,581	$40,000	$45,340	$54,144	116
410.00 Dir Info Office	$53,197	$42,866	$49,848	$55,500	$71,371	72
411.00 Dir News Bureau	$43,788	$34,500	$41,240	$47,500	$53,000	74
STUDENT SERVICES						
501.00 Chf Student Aff Off	$91,000	$78,874	$87,063	$94,084	$105,000	149
501.50 Dean of Students	$64,632	$53,608	$60,877	$68,050	$74,226	95
502.00 Chief Admissions Off	$60,259	$48,823	$55,238	$65,500	$72,500	136
502.10 Assc Dir Admissions	$40,500	$32,117	$38,051	$43,557	$49,920	135
502.20 Admissions Counselor	$25,461	$21,438	$24,078	$26,454	$31,809	120
502.30 Academic Advisor	$27,481	$23,902	$26,456	$28,909	$34,290	76
503.00 Dir Adm & Registrar	$67,684	$54,693	$62,400	$68,463	$74,799	26
504.00 Registrar	$60,000	$47,820	$55,000	$62,100	$69,750	153
504.10 Assc Registrar	$41,862	$35,567	$39,027	$45,765	$51,731	115
504.20 Asst Registrar	$33,084	$27,750	$30,800	$34,536	$39,597	99
505.00 Dir Adm/Fin Aid	$80,300	$69,600	$77,759	$88,288	$95,375	13
506.00 Dir Student Fin Aid	$56,035	$46,680	$53,238	$58,340	$67,027	169
506.10 Assc Dir Std Fin Aid	$39,822	$33,460	$37,717	$41,814	$46,260	135
507.00 Dir Food Services	$54,409	$44,300	$51,533	$58,681	$69,600	77
507.10 Assc Dir Food Serv	$43,480	$34,833	$40,658	$50,155	$57,998	45
508.00 Dir Residence Halls	$54,590	$42,840	$51,000	$57,783	$68,220	122
508.10 Assc Dir Std Housing	$42,395	$33,971	$39,861	$45,264	$51,500	78
508.20 Housing Off/Adm Opr	$38,501	$32,260	$36,210	$42,000	$48,100	72
508.30 Housing Off/Res Life	$35,964	$27,500	$33,000	$39,900	$45,795	77
509.00 Dir Union/Std Act	$52,000	$42,140	$47,302	$53,328	$60,500	46
510.00 Dir Foreign Students	$41,566	$33,936	$38,724	$43,150	$51,584	96
511.00 Dir Student Union	$51,510	$40,400	$47,000	$54,200	$64,000	83
511.10 Assc Dir Std Union	$36,819	$31,011	$34,704	$39,950	$48,871	58
512.00 Dir Std Activities	$40,476	$31,788	$37,620	$43,886	$49,704	89
513.00 Dir Career Dev-Plcmt	$51,000	$41,480	$47,840	$52,800	$60,288	153
514.00 Dir Std Counseling	$54,402	$46,344	$51,800	$57,000	$66,000	134
514.10 Assc Dir Std Cnslg	$44,455	$39,198	$42,550	$48,674	$52,322	60
515.00 Dir Std Hlth-Physicn	$85,911	$74,830	$82,344	$91,326	$106,996	111
516.00 Dir Std Hlth-Nurse	$43,056	$33,280	$39,329	$45,000	$52,200	67
517.00 Dir Campus Ministries	$42,000	$33,205	$40,846	$50,956	$66,700	30
518.00 Dir Athletics	$86,223	$63,880	$79,346	$94,500	$110,000	146
519.00 Dir Sports Info	$37,681	$29,290	$34,280	$39,573	$47,052	132
520.00 Dir Athletics/Men	$64,824	$43,420	$59,945	$66,560	$91,010	21
521.00 Dir Athletics/Women	$52,998	$37,630	$45,000	$55,274	$61,000	47
522.00 Dir Campus Rec	$47,576	$33,727	$43,011	$50,000	$55,742	120
523.00 Chief Enrollment Mgmt	$69,055	$52,750	$65,412	$71,772	$80,840	29
524.00 Dir Minority Affairs	$45,726	$36,000	$41,849	$48,500	$60,160	77
525.00 Dir Conferences	$47,785	$39,264	$44,244	$52,738	$57,137	71

*3 cases or less

TABLE 10
SALARY PERCENTILES FOR ALL COMPREHENSIVE INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$124,000	$97,344	$117,520	$125,634	$135,544	18
101.10 Asst to Ceo/System	$59,800	$34,236	$50,600	$69,000	$85,438	4
102.00 Ceo / Single Inst	$104,040	$91,775	$99,225	$112,180	$130,000	279
102.10 Asst to Ceo/Single	$54,463	$38,635	$49,040	$58,394	$67,032	158
103.00 Exec Vice Pres	$77,434	$67,168	$74,860	$83,647	$97,774	45
ACADEMIC						
201.00 Chief Acad Off	$86,500	$75,107	$83,798	$90,000	$102,000	280
202.00 Chf Hlth Prof Off	$88,888	$61,054	$77,308	$93,403	$123,390	15
203.00 Dir Library Serv	$59,280	$45,239	$55,785	$61,320	$68,800	277
203.10 Circulatn Librarian	$30,070	$24,147	$28,411	$32,327	$36,961	152
203.20 Acquistns Librarian	$34,261	$27,377	$31,220	$37,032	$43,150	163
203.30 Tech Serv Librarian	$36,450	$29,108	$34,116	$39,495	$45,146	186
203.40 Public Serv Librarian	$36,796	$30,114	$35,349	$40,188	$47,000	132
203.50 Reference Librarian	$32,880	$26,500	$30,666	$34,968	$40,747	214
204.00 Dir Instit Research	$49,814	$39,390	$46,197	$52,956	$63,020	150
204.10 Assc Dir Inst Res	$36,507	$30,882	$35,788	$38,200	$46,971	39
205.00 Dir Educ Media Serv	$38,848	$28,978	$35,628	$42,588	$53,305	150
206.00 Dir Learning Res Ctr	$38,453	$30,000	$35,797	$42,613	$53,882	86
207.00 Dir Internatl Std Ed	$48,200	$36,612	$42,660	$52,020	$62,171	81
208.00 Dir Comp Ctr Opr/Acad	$51,269	$39,400	$48,275	$54,559	$65,284	118
208.10 Assc Dir CC Opr/Acad	$44,508	$32,865	$40,743	$46,404	$53,480	47
209.00 Admn Grants-Contract	$47,176	$33,650	$44,221	$51,000	$61,381	141
210.00 Dean,Architecture	$85,540	$65,000	$79,100	$91,980	$101,004	4
211.00 Dean,Agriculture	$71,873	$63,693	$68,156	$73,700	$93,984	16
212.00 Dean,Arts & Letters	$70,991	$60,821	$68,852	$76,797	$86,987	40
213.00 Dean,Arts & Sciences	$74,911	$65,869	$72,150	$77,052	$85,944	159
214.00 Dean,Business	$80,150	$68,649	$77,126	$84,703	$95,750	220
215.00 Dean,Communications	$63,201	$39,926	$60,000	$70,000	$86,500	17
216.00 Dean,Continuing Ed	$62,500	$53,023	$58,414	$66,068	$73,200	125
217.00 Dean,Dentistry	*	*	*	*	*	3
218.00 Dean,Education	$70,937	$61,562	$68,388	$74,382	$80,672	180
219.00 Dean,Engineering	$89,040	$67,198	$81,402	$95,564	$103,836	65
221.00 Dean,Extension	$63,718	$42,125	$54,132	$66,136	$83,200	13
222.00 Dean,Fine Arts	$72,700	$58,000	$68,360	$74,229	$80,821	58
223.00 Dean,Graduate Program	$66,431	$56,627	$64,187	$69,764	$77,360	163
224.00 Dean,Hlth-Rltd Prof	$72,224	$66,560	$70,616	$75,754	$86,000	46
225.00 Dean,Home Economics	$65,330	$46,875	$52,880	$66,200	$74,108	7
226.00 Dean,Humanities	$65,000	$45,937	$57,111	$67,620	$76,700	43
227.00 Dean,Instruction	*	*	*	*	*	1
228.00 Dean,Law	$127,500	$116,930	$124,983	$143,126	$159,363	30
229.00 Dean,Lib & Inf Sci	$66,990	$62,400	$66,700	$70,272	$80,950	23
230.00 Dean,Mathematics	$59,875	$47,870	$53,025	$61,801	$70,910	17
231.00 Dean,Medicine	$171,409	$154,000	$165,817	$177,000	$180,218	6
232.00 Dean,Music	$69,498	$52,600	$67,200	$71,400	$77,000	16
233.00 Dean,Nursing	$68,433	$56,400	$65,776	$73,023	$81,458	72
234.00 Dean,Occ Std/Voc Ed	$71,450	$63,760	$70,840	$73,566	$77,338	37
235.00 Dean,Pharmacy	$82,670	$76,548	$79,040	$87,417	$91,749	10
236.00 Dean,Public Health	*	*	*	*	*	1
237.00 Dean,Sciences	$72,482	$59,116	$68,800	$75,641	$88,212	68
238.00 Dean,Social Sciences	$72,695	$50,175	$64,437	$76,211	$85,000	35
239.00 Dean,Social Work	$73,332	$51,997	$68,046	$78,341	$85,200	12
240.00 Dean,Special Programs	$58,710	$45,300	$53,500	$67,986	$73,812	19
241.00 Dean,Undergrad Prog	$64,000	$47,165	$60,000	$66,050	$78,756	31
242.00 Dean,Veterinary Sci	*	*	*	*	*	1
ADMINISTRATIVE						
301.00 Chief Business Off	$80,701	$67,694	$76,426	$85,093	$99,000	245
301.01 Chief Admin Off	$73,793	$60,000	$68,800	$78,536	$90,000	58
301.02 Chief Financial Off	$69,139	$56,221	$65,272	$72,330	$86,460	106
301.10 Dir Env Health-Safety	$41,694	$34,485	$40,000	$43,374	$52,500	59
301.20 Dir Telecommunic	$44,000	$35,050	$40,633	$46,428	$53,700	117
302.00 Chief Planning Off	$62,774	$48,926	$60,000	$66,110	$83,000	46
303.00 Chief Budgeting Off	$51,934	$42,680	$50,000	$55,000	$63,295	134
303.10 Assc Budget Dir	$41,211	$31,320	$36,853	$44,100	$50,000	58
304.00 Chief Plan-Budgt Off	$61,308	$50,573	$58,611	$64,100	$76,598	20
305.00 General Counsel	$63,132	$56,000	$61,700	$66,440	$77,750	53
305.10 Staff Attorneys	$44,000	$31,180	$42,919	$48,712	$53,500	11
306.00 Chf Personnel/HR Off	$52,073	$41,193	$50,050	$55,268	$65,525	230
306.10 Assc Dir Pers/HR	$38,616	$31,050	$37,411	$41,100	$47,639	98
306.20 Manager Benefits	$31,755	$25,215	$30,000	$33,038	$38,782	130
306.30 Manager Training-Dev	$32,077	$28,562	$30,300	$35,370	$45,112	37
306.40 Manager Empl Relatns	$40,958	$34,844	$35,976	$45,500	$49,932	17
306.50 Manager Labor Rel	$53,414	$44,352	$47,129	$59,483	$62,157	10
306.60 Manager Employment	$31,000	$24,700	$29,468	$31,968	$37,925	79
306.70 Mgr Wage-Sal/Mgr,Comp	$34,605	$28,000	$32,000	$35,535	$40,000	54
306.80 Mgr Personnel Inf Sys	$36,076	$27,497	$30,525	$37,615	$43,294	32
307.00 Dir AA/EEO	$47,500	$37,026	$44,854	$51,508	$59,429	109
307.10 Assc Dir AA/EEO	$39,053	$29,232	$35,059	$41,771	$47,562	13
308.00 Dir Pers-AA	$46,200	$33,000	$41,000	$48,500	$57,000	41
309.00 Chief Inform Sys Off	$63,588	$51,182	$60,400	$65,920	$75,210	187
309.10 Assc Dir Computer Ctr	$45,898	$36,742	$44,050	$49,248	$55,671	73
309.20 Data Base Admin	$39,944	$32,699	$38,582	$41,598	$47,463	66
309.30 Sys Analyst I-Hi	$40,067	$33,144	$37,318	$42,320	$47,333	138
309.40 Sys Analyst II-Lo	$31,168	$26,500	$29,741	$33,765	$37,800	97
309.50 Prog Analyst I-Hi	$33,303	$28,000	$31,442	$34,908	$40,070	184
309.60 Prog Analyst II-Lo	$27,293	$22,926	$25,873	$28,288	$31,256	145
310.00 Dir Comp Ctr Opr/Ad	$51,810	$42,000	$49,020	$54,060	$62,300	143
310.10 Assc Dir Comp Ctr	$45,486	$37,870	$41,796	$46,865	$54,559	51
312.00 Chf Phys Plnt/Fac	$54,642	$46,200	$52,000	$58,416	$67,442	273

*3 cases or less

TABLE 10
SALARY PERCENTILES FOR ALL COMPREHENSIVE INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.10 Assc Dir Phys Plnt	$42,009	$35,265	$39,600	$45,000	$53,300	136
312.20 Mgr Landscape/Grnds	$31,500	$25,551	$29,335	$33,760	$39,408	177
312.30 Mgr Bldg Mnt Trades	$35,854	$29,116	$33,922	$37,602	$41,709	140
312.40 Mgr Tech Trades	$36,995	$31,366	$35,000	$39,749	$43,200	72
312.50 Mgr Custodial Srv	$31,155	$25,305	$29,325	$33,280	$38,155	177
312.60 Mgr Power Plant	$37,614	$28,800	$35,094	$38,518	$44,695	93
313.00 Comptroller	$54,222	$46,093	$52,041	$58,320	$65,000	185
313.10 Manager Payroll	$30,414	$24,642	$28,248	$32,000	$38,760	183
314.00 Dir Accounting	$43,389	$35,000	$40,820	$45,850	$51,398	158
314.10 Staff Accountant-Hi	$31,108	$26,500	$29,579	$33,241	$39,197	176
314.20 Staff Accountant-Lo	$25,293	$21,115	$23,565	$26,500	$30,790	139
315.00 Bursar	$37,079	$32,435	$35,368	$40,000	$47,616	132
315.10 Assc Bursar	$30,619	$26,938	$29,600	$32,400	$34,572	32
316.00 Dir Purchasing	$39,575	$32,090	$37,614	$42,316	$48,660	218
316.10 Assc Dir Purchasing	$32,423	$27,100	$30,105	$35,471	$44,171	63
317.00 Dir Bookstore	$36,000	$27,780	$33,740	$38,759	$44,429	150
317.10 Assc Dir Bookstore	$25,900	$20,604	$23,712	$27,084	$31,000	43
318.00 Dir Internal Audit	$41,876	$35,300	$40,000	$44,615	$50,778	94
319.00 Dir Aux Services	$50,300	$38,405	$48,754	$53,174	$63,440	104
319.10 Mgr Mail Services	$25,072	$19,309	$23,979	$26,296	$29,969	150
320.00 Dir Campus Security	$40,927	$32,000	$37,215	$44,500	$52,512	253
321.00 Dir Risk Mgt/Ins	$44,529	$36,570	$41,805	$46,000	$51,739	29
322.00 Admin Hosp Med Ctr	*	*	*	*	*	3
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	3
322.20 Dir Med Ctr Pers	*	*	*	*	*	3
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$71,512	$55,600	$66,270	$78,570	$88,400	197
401.10 Dir Annual Giving	$37,265	$30,000	$35,360	$39,322	$48,000	144
401.20 Dir Corp/Fndtn Rel	$44,670	$37,300	$41,600	$48,410	$55,057	96
401.30 Coord Res Dev	$29,702	$25,344	$28,128	$32,856	$36,000	61
401.40 Dir Estate Pln	$45,000	$37,387	$42,834	$49,920	$60,420	47
402.00 Chf Public Rel Off	$49,628	$37,040	$45,500	$51,800	$61,507	164
402.10 Dir Gov/Leg Rel	$60,080	$42,103	$54,535	$63,000	$74,081	34
403.00 Chf Dev/Pub Rel Off	$75,336	$59,000	$72,000	$78,000	$91,750	78
404.00 Dir Alumni Affairs	$39,148	$30,535	$36,851	$42,195	$48,134	235
405.00 Dir Dev/Alumni Aff	$47,300	$37,764	$45,000	$50,100	$56,657	41
406.00 Dir Spec/Defer Gifts	$49,640	$34,500	$41,600	$53,526	$61,170	37
407.00 Dir Church Relations	$41,000	$31,900	$40,000	$47,900	$56,000	17
408.00 Dir Community Serv	$38,000	$26,763	$34,376	$44,615	$50,896	25
409.00 Dir Publications	$37,281	$29,000	$34,721	$40,000	$44,712	132
409.10 Assc Dir Publicatns	$29,342	$22,489	$28,010	$31,560	$39,000	49
409.20 Mgr Printing Srv	$32,030	$25,952	$30,250	$34,332	$38,529	151
410.00 Dir Info Office	$39,684	$31,750	$37,581	$42,500	$50,496	96
411.00 Dir News Bureau	$34,057	$27,000	$31,411	$36,000	$42,958	91
STUDENT SERVICES						
501.00 Chf Student Aff Off	$70,000	$58,000	$66,194	$75,000	$83,800	257
501.50 Dean of Students	$50,708	$41,496	$48,997	$53,000	$59,280	121
502.00 Chief Admissions Off	$50,500	$40,000	$47,496	$53,000	$63,222	229
502.10 Assc Dir Admissions	$33,701	$27,475	$31,445	$35,513	$42,126	205
502.20 Admissions Counselor	$22,464	$19,890	$21,600	$24,000	$27,600	214
502.30 Academic Advisor	$28,179	$22,920	$26,400	$30,980	$37,636	104
503.00 Dir Adm & Registrar	$53,071	$45,878	$52,500	$56,604	$67,500	31
504.00 Registrar	$47,000	$37,891	$44,085	$49,115	$55,000	261
504.10 Assc Registrar	$35,265	$27,500	$32,680	$38,077	$42,722	125
504.20 Asst Registrar	$28,725	$23,431	$26,450	$30,282	$33,992	129
505.00 Dir Adm/Fin Aid	$64,372	$42,200	$62,617	$67,438	$73,803	20
506.00 Dir Student Fin Aid	$44,193	$36,700	$42,383	$46,770	$54,605	289
506.10 Assc Dir Std Fin Aid	$31,709	$26,357	$30,000	$33,692	$38,396	194
507.00 Dir Food Services	$43,280	$36,259	$40,811	$45,563	$53,005	65
507.10 Assc Dir Food Serv	$31,200	$25,564	$27,812	$33,280	$44,529	29
508.00 Dir Residence Halls	$39,670	$31,386	$36,316	$43,272	$51,060	212
508.10 Assc Dir Std Housing	$32,061	$25,000	$30,236	$32,950	$39,358	96
508.20 Housing Off/Adm Opr	$32,000	$26,316	$30,994	$35,597	$42,674	55
508.30 Housing Off/Res Life	$28,120	$21,537	$25,716	$31,453	$38,303	101
509.00 Dir Union/Std Act	$41,553	$31,446	$39,035	$46,100	$55,732	67
510.00 Dir Foreign Students	$32,865	$26,345	$31,800	$35,940	$39,600	96
511.00 Dir Student Union	$40,764	$33,599	$38,985	$42,672	$51,759	90
511.10 Assc Dir Std Union	$33,170	$25,427	$30,647	$35,466	$41,771	55
512.00 Dir Std Activities	$33,624	$26,064	$30,829	$36,039	$42,613	177
513.00 Dir Career Dev-Plcmt	$40,860	$32,351	$37,960	$43,272	$48,890	254
514.00 Dir Std Counseling	$45,252	$34,888	$42,336	$48,500	$54,621	223
514.10 Assc Dir Std Cnslg	$37,333	$29,290	$33,100	$39,900	$45,694	58
515.00 Dir Std Hlth-Physicn	$75,824	$52,609	$70,100	$78,988	$93,294	73
516.00 Dir Std Hlth-Nurse	$32,871	$26,133	$30,341	$34,750	$41,951	162
517.00 Dir Campus Ministries	$35,256	$27,560	$31,013	$38,625	$46,100	78
518.00 Dir Athletics	$59,307	$46,000	$54,570	$62,500	$71,689	250
519.00 Dir Sports Info	$29,000	$24,180	$27,625	$31,587	$35,809	201
520.00 Dir Athletics/Men	$49,250	$35,100	$42,500	$54,723	$60,410	22
521.00 Dir Athletics/Women	$42,000	$34,964	$39,000	$45,800	$51,492	43
522.00 Dir Campus Rec	$33,262	$25,709	$31,446	$36,060	$42,746	154
523.00 Chief Enrollment Mgmt	$63,936	$54,842	$60,973	$67,362	$74,000	55
524.00 Dir Minority Affairs	$37,500	$29,201	$34,619	$41,291	$50,003	101
525.00 Dir Conferences	$36,145	$28,249	$33,131	$39,218	$44,980	85

*3 cases or less

TABLE 11
SALARY PERCENTILES FOR ALL GENERAL BACCALAUREATE INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$95,025	$76,208	$89,073	$100,000	$113,645	10
101.10 Asst to Ceo/System	$41,690	$31,145	$37,840	$43,762	$52,292	5
102.00 Ceo / Single Inst	$100,000	$75,000	$92,000	$103,082	$126,000	386
102.10 Asst to Ceo/Single	$42,531	$28,400	$38,000	$45,025	$56,840	169
103.00 Exec Vice Pres	$72,970	$56,000	$68,740	$82,000	$97,335	49
ACADEMIC						
201.00 Chief Acad Off	$69,231	$55,000	$63,000	$73,500	$84,000	381
202.00 Chf Hlth Prof Off	$53,266	$39,900	$52,561	$53,970	$64,933	8
203.00 Dir Library Serv	$42,027	$33,935	$39,451	$44,948	$53,061	366
203.10 Circulatn Librarian	$23,663	$18,000	$21,148	$26,200	$29,000	136
203.20 Acquistns Librarian	$27,770	$20,600	$25,418	$30,202	$37,000	131
203.30 Tech Serv Librarian	$28,840	$22,944	$26,900	$30,505	$37,900	231
203.40 Public Serv Librarian	$30,263	$24,000	$28,529	$33,571	$39,000	128
203.50 Reference Librarian	$28,452	$23,500	$26,513	$30,400	$34,750	237
204.00 Dir Instit Research	$41,200	$32,400	$38,500	$44,000	$51,517	99
204.10 Assc Dir Inst Res	$26,000	$24,700	$25,589	$27,000	$30,400	21
205.00 Dir Educ Media Serv	$30,600	$24,000	$28,000	$32,700	$37,552	159
206.00 Dir Learning Res Ctr	$31,320	$23,978	$27,460	$34,000	$39,000	121
207.00 Dir Internatl Std Ed	$39,457	$30,000	$35,050	$42,895	$50,000	52
208.00 Dir Comp Ctr Opr/Acad	$40,280	$31,000	$36,727	$43,506	$52,117	141
208.10 Assc Dir CC Opr/Acad	$29,535	$23,834	$27,940	$31,067	$39,788	49
209.00 Admn Grants-Contract	$33,668	$25,891	$31,064	$36,909	$44,630	60
210.00 Dean,Architecture	*	*	*	*	*	3
211.00 Dean,Agriculture	$62,782	$53,668	$59,434	$65,915	$76,639	5
212.00 Dean,Arts & Letters	$58,473	$50,000	$56,594	$62,320	$67,622	16
213.00 Dean,Arts & Sciences	$58,892	$48,000	$55,444	$61,900	$71,724	51
214.00 Dean,Business	$58,000	$42,190	$54,000	$61,800	$71,724	101
215.00 Dean,Communications	$37,010	$28,308	$36,098	$42,395	$53,495	15
216.00 Dean,Continuing Ed	$46,337	$35,800	$42,000	$51,454	$60,000	102
218.00 Dean,Education	$46,200	$37,980	$44,222	$51,683	$60,000	77
219.00 Dean,Engineering	$53,080	$43,450	$52,000	$58,330	$67,738	9
221.00 Dean,Extension	$51,648	$29,680	$43,296	$60,000	$62,000	8
222.00 Dean,Fine Arts	$45,620	$36,962	$42,310	$47,234	$57,000	38
223.00 Dean,Graduate Program	$49,911	$40,359	$47,286	$54,168	$62,304	59
224.00 Dean,Hlth-Rltd Prof	$59,251	$48,546	$54,950	$60,000	$70,000	16
225.00 Dean,Home Economics	$39,035	$31,575	$37,020	$41,050	$61,902	4
226.00 Dean,Humanities	$43,875	$34,511	$41,510	$46,359	$55,500	61
227.00 Dean,Instruction	$44,459	$37,027	$43,190	$45,728	$59,571	6
228.00 Dean,Law	$114,468	$40,000	$82,234	$119,234	$128,563	5
229.00 Dean,Lib & Inf Sci	$37,210	$29,705	$35,000	$39,420	$72,035	4
230.00 Dean,Mathematics	$46,116	$35,083	$42,250	$49,192	$60,331	23
232.00 Dean,Music	$43,025	$31,000	$39,500	$45,000	$53,275	21
233.00 Dean,Nursing	$51,798	$44,650	$49,140	$55,000	$62,000	51
234.00 Dean,Occ Std/Voc Ed	$57,294	$44,000	$54,588	$60,000	$73,056	8
235.00 Dean,Pharmacy	*	*	*	*	*	1
237.00 Dean,Sciences	$49,300	$39,000	$45,432	$52,505	$60,560	63
238.00 Dean,Social Sciences	$44,918	$35,640	$43,490	$48,631	$56,100	56
239.00 Dean,Social Work	$36,440	$30,550	$35,250	$43,000	$50,327	9
240.00 Dean,Special Programs	$43,932	$28,840	$36,910	$47,750	$60,395	24
241.00 Dean,Undergrad Prog	$55,745	$48,750	$54,168	$61,600	$66,000	23
242.00 Dean,Veterinary Sci	*	*	*	*	*	1
ADMINISTRATIVE						
301.00 Chief Business Off	$67,000	$50,904	$62,975	$72,050	$84,158	341
301.01 Chief Admin Off	$60,045	$48,600	$57,000	$63,000	$75,630	49
301.02 Chief Financial Off	$55,000	$44,364	$53,696	$60,000	$69,850	83
301.10 Dir Env Health-Safety	$33,500	$26,725	$31,000	$34,100	$36,672	14
301.20 Dir Telecommunic	$31,142	$24,000	$29,000	$32,000	$40,480	39
302.00 Chief Planning Off	$54,338	$40,960	$48,460	$62,499	$69,780	31
303.00 Chief Budgeting Off	$46,030	$35,959	$42,668	$52,561	$60,188	45
303.10 Assc Budget Dir	$39,400	$30,675	$37,628	$40,544	$46,050	25
304.00 Chief Plan-Budgt Off	$58,256	$42,300	$55,879	$60,632	$70,808	8
305.00 General Counsel	$73,327	$50,661	$67,000	$79,653	$85,833	8
305.10 Staff Attorneys	*	*	*	*	*	3
306.00 Chf Personnel/HR Off	$39,780	$31,045	$38,000	$45,000	$50,463	185
306.10 Assc Dir Pers/HR	$32,137	$27,152	$30,765	$34,026	$37,741	50
306.20 Manager Benefits	$27,336	$23,696	$26,100	$28,300	$33,600	47
306.30 Manager Training-Dev	*	*	*	*	*	3
306.40 Manager Empl Relatns	$43,520	$30,098	$31,500	$45,540	$50,220	7
306.50 Manager Labor Rel	*	*	*	*	*	2
306.60 Manager Employment	$28,000	$22,598	$25,978	$31,013	$35,837	15
306.70 Mgr Wage-Sal/Mgr,Comp	$36,677	$29,600	$36,001	$37,353	$37,500	6
306.80 Mgr Personnel Inf Sys	$25,050	$20,948	$22,500	$27,000	$28,663	14
307.00 Dir AA/EEO	$46,107	$33,716	$44,746	$47,439	$59,600	20
307.10 Assc Dir AA/EEO	*	*	*	*	*	3
308.00 Dir Pers-AA	$33,100	$28,840	$31,737	$35,020	$43,902	57
309.00 Chief Inform Sys Off	$48,771	$39,000	$46,026	$51,739	$60,390	163
309.10 Assc Dir Computer Ctr	$36,292	$28,039	$33,881	$39,550	$45,820	60
309.20 Data Base Admin	$30,628	$24,743	$28,006	$32,108	$40,713	30
309.30 Sys Analyst I-Hi	$32,319	$27,309	$30,975	$34,178	$40,624	82
309.40 Sys Analyst II-Lo	$26,225	$21,600	$24,000	$27,246	$32,930	36
309.50 Prog Analyst I-Hi	$30,464	$25,818	$29,045	$32,023	$36,817	120
309.60 Prog Analyst II-Lo	$25,608	$21,312	$23,810	$27,241	$30,833	91
310.00 Dir Comp Ctr Opr/Ad	$39,250	$30,530	$36,885	$42,650	$50,440	171
310.10 Assc Dir Comp Ctr	$30,125	$23,000	$28,396	$34,937	$42,525	64
312.00 Chf Phys Plnt/Fac	$44,000	$33,538	$40,000	$47,700	$55,000	309
312.10 Assc Dir Phys Plnt	$32,662	$26,374	$31,000	$37,650	$44,867	128

*3 cases or less

TABLE 11
SALARY PERCENTILES FOR ALL GENERAL BACCALAUREATE INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.20 Mgr Landscape/Grnds	$27,883	$21,382	$26,518	$29,870	$35,000	139
312.30 Mgr Bldg Mnt Trades	$32,633	$25,488	$29,453	$35,000	$38,039	96
312.40 Mgr Tech Trades	$31,018	$27,236	$29,965	$34,593	$40,019	45
312.50 Mgr Custodial Srv	$26,791	$21,804	$24,668	$28,912	$33,000	166
312.60 Mgr Power Plant	$37,398	$29,275	$34,503	$40,673	$44,500	37
313.00 Comptroller	$42,600	$33,554	$40,000	$45,927	$54,130	239
313.10 Manager Payroll	$24,162	$19,080	$22,215	$25,960	$29,480	126
314.00 Dir Accounting	$34,843	$28,280	$33,760	$36,350	$41,745	91
314.10 Staff Accountant-Hi	$27,019	$21,621	$24,998	$29,040	$33,500	157
314.20 Staff Accountant-Lo	$22,725	$17,675	$21,100	$23,885	$27,925	95
315.00 Bursar	$28,676	$22,567	$26,750	$32,385	$39,478	100
315.10 Assc Bursar	$20,658	$16,575	$20,000	$23,050	$27,639	22
316.00 Dir Purchasing	$32,599	$23,990	$30,818	$35,070	$40,600	126
316.10 Assc Dir Purchasing	$23,726	$20,000	$22,300	$25,898	$27,700	14
317.00 Dir Bookstore	$25,770	$20,045	$23,877	$28,000	$33,923	247
317.10 Assc Dir Bookstore	$19,780	$16,016	$18,540	$21,315	$23,400	51
318.00 Dir Internal Audit	$39,140	$29,149	$36,600	$40,549	$44,962	20
319.00 Dir Aux Services	$41,260	$31,232	$36,954	$46,338	$54,127	65
319.10 Mgr Mail Services	$18,563	$14,560	$17,460	$19,884	$23,824	164
320.00 Dir Campus Security	$30,300	$22,008	$27,667	$32,550	$37,984	234
321.00 Dir Risk Mgt/Ins	$31,000	$18,151	$26,901	$34,477	$52,969	5
322.20 Dir Med Ctr Pers	*	*	*	*	*	2
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$63,875	$48,255	$60,000	$68,025	$80,615	305
401.10 Dir Annual Giving	$32,940	$27,000	$30,975	$35,600	$41,640	218
401.20 Dir Corp/Fndtn Rel	$38,550	$30,000	$35,517	$42,919	$51,531	130
401.30 Coord Res Dev	$29,255	$22,500	$26,985	$32,000	$35,500	86
401.40 Dir Estate Pln	$43,567	$31,877	$40,490	$46,840	$56,132	84
402.00 Chf Public Rel Off	$38,513	$28,080	$35,000	$41,000	$49,407	216
402.10 Dir Gov/Leg Rel	$50,323	$39,330	$45,697	$58,312	$72,903	5
403.00 Chf Dev/Pub Rel Off	$61,500	$42,000	$52,382	$66,993	$83,000	48
404.00 Dir Alumni Affairs	$31,600	$25,000	$28,992	$34,000	$41,400	302
405.00 Dir Dev/Alumni Aff	$43,536	$34,750	$40,841	$47,312	$52,668	40
406.00 Dir Spec/Defer Gifts	$45,566	$33,610	$42,000	$47,515	$58,915	80
407.00 Dir Church Relations	$36,960	$27,490	$35,000	$38,134	$43,618	60
408.00 Dir Community Serv	$31,966	$25,000	$28,896	$36,500	$43,680	31
409.00 Dir Publications	$31,070	$26,000	$29,650	$33,002	$38,648	126
409.10 Assc Dir Publicatns	$26,279	$21,000	$24,585	$28,300	$32,550	63
409.20 Mgr Printing Srv	$25,795	$20,099	$23,948	$26,712	$31,585	103
410.00 Dir Info Office	$31,932	$25,000	$28,750	$33,500	$36,966	107
411.00 Dir News Bureau	$26,104	$20,600	$24,792	$28,170	$34,147	68
STUDENT SERVICES						
501.00 Chf Student Aff Off	$54,168	$42,057	$50,000	$58,000	$67,144	316
501.50 Dean of Students	$42,105	$33,000	$39,710	$46,284	$54,590	138
502.00 Chief Admissions Off	$42,860	$32,708	$39,854	$47,250	$56,500	294
502.10 Assc Dir Admissions	$30,260	$25,000	$28,000	$32,376	$36,398	252
502.20 Admissions Counselor	$21,000	$18,000	$20,000	$21,795	$24,013	283
502.30 Academic Advisor	$27,720	$23,856	$25,599	$30,000	$38,025	67
503.00 Dir Adm & Registrar	$36,972	$28,500	$33,603	$40,000	$41,600	13
504.00 Registrar	$35,604	$28,668	$33,190	$38,564	$44,795	358
504.10 Assc Registrar	$26,083	$20,545	$24,340	$28,248	$32,000	97
504.20 Asst Registrar	$22,000	$18,565	$20,991	$23,000	$26,906	130
505.00 Dir Adm/Fin Aid	$50,461	$39,000	$47,000	$55,000	$65,000	54
506.00 Dir Student Fin Aid	$35,933	$28,300	$33,600	$38,490	$44,000	360
506.10 Assc Dir Std Fin Aid	$24,849	$20,266	$23,587	$25,840	$29,500	194
507.00 Dir Food Services	$37,010	$30,000	$34,500	$40,560	$50,586	87
507.10 Assc Dir Food Serv	$27,158	$20,000	$24,886	$30,317	$34,050	52
508.00 Dir Residence Halls	$29,402	$22,660	$27,784	$30,889	$37,823	188
508.10 Assc Dir Std Housing	$24,617	$18,200	$22,426	$26,250	$32,380	58
508.20 Housing Off/Adm Opr	$22,781	$17,070	$20,955	$25,000	$31,500	30
508.30 Housing Off/Res Life	$24,500	$18,000	$22,660	$25,625	$32,157	104
509.00 Dir Union/Std Act	$28,801	$23,213	$26,095	$32,043	$38,413	55
510.00 Dir Foreign Students	$28,420	$22,735	$26,975	$29,857	$34,124	51
511.00 Dir Student Union	$32,910	$24,000	$31,100	$34,276	$39,984	38
511.10 Assc Dir Std Union	$24,542	$20,400	$24,302	$24,937	$31,050	13
512.00 Dir Std Activities	$26,392	$21,373	$24,978	$28,127	$32,000	213
513.00 Dir Career Dev-Plcmt	$31,588	$25,408	$29,697	$33,166	$39,177	312
514.00 Dir Std Counseling	$33,922	$28,223	$32,000	$37,046	$44,748	220
514.10 Assc Dir Std Cnslg	$29,211	$24,400	$27,010	$30,800	$35,000	41
515.00 Dir Std Hlth-Physicn	$84,750	$30,000	$77,302	$89,516	$100,584	31
516.00 Dir Std Hlth-Nurse	$26,083	$20,000	$24,393	$28,087	$32,678	237
517.00 Dir Campus Ministries	$31,248	$24,000	$29,188	$33,920	$39,876	199
518.00 Dir Athletics	$42,500	$33,000	$39,600	$45,750	$53,892	300
519.00 Dir Sports Info	$22,680	$18,400	$21,328	$24,063	$27,370	134
520.00 Dir Athletics/Men	$45,650	$34,720	$41,000	$47,153	$51,550	17
521.00 Dir Athletics/Women	$36,019	$28,000	$32,664	$39,506	$44,527	37
522.00 Dir Campus Rec	$26,561	$20,099	$24,805	$29,954	$34,306	90
523.00 Chief Enrollment Mgmt	$55,552	$43,000	$52,004	$59,700	$70,000	79
524.00 Dir Minority Affairs	$31,200	$24,849	$28,665	$35,155	$43,320	90
525.00 Dir Conferences	$30,780	$24,053	$29,178	$32,44[illegible]	$38,318	75

*3 cases or less

TABLE 12
SALARY PERCENTILES FOR ALL TWO YEAR INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$93,181	$80,000	$89,047	$99,031	$108,000	44
101.10 Asst to Ceo/System	$50,248	$42,237	$49,363	$51,300	$61,635	14
102.00 Ceo / Single Inst	$84,000	$70,008	$79,981	$88,011	$98,244	316
102.10 Asst to Ceo/Single	$43,081	$34,532	$38,610	$47,398	$56,222	81
103.00 Exec Vice Pres	$71,598	$63,275	$67,912	$73,634	$84,000	47
ACADEMIC						
201.00 Chief Acad Off	$63,874	$54,038	$61,488	$66,584	$74,096	316
202.00 Chf Hlth Prof Off	$47,305	$41,935	$47,080	$47,824	$56,624	10
203.00 Dir Library Serv	$42,960	$33,384	$39,359	$46,608	$52,093	221
203.10 Circulatn Librarian	$34,010	$24,719	$30,624	$35,938	$44,787	57
203.20 Acquistns Librarian	$34,600	$27,545	$31,967	$36,826	$46,219	37
203.30 Tech Serv Librarian	$34,393	$25,380	$31,566	$37,690	$42,857	90
203.40 Public Serv Librarian	$36,704	$30,000	$35,261	$40,000	$47,504	51
203.50 Reference Librarian	$35,116	$26,333	$32,466	$36,475	$45,393	89
204.00 Dir Instit Research	$46,957	$36,065	$42,500	$49,718	$57,294	137
204.10 Assc Dir Inst Res	$36,136	$27,504	$35,828	$37,176	$39,067	12
205.00 Dir Educ Media Serv	$35,953	$29,426	$33,736	$40,742	$48,887	86
206.00 Dir Learning Res Ctr	$45,489	$36,029	$42,480	$49,741	$56,210	138
207.00 Dir Internatl Std Ed	$46,131	$33,516	$44,850	$46,866	$51,158	11
208.00 Dir Comp Ctr Opr/Acad	$42,365	$33,000	$39,770	$45,399	$54,400	60
208.10 Assc Dir CC Opr/Acad	$37,491	$34,141	$35,500	$41,200	$48,064	12
209.00 Admn Grants-Contract	$42,095	$32,000	$39,517	$44,475	$55,591	72
211.00 Dean,Agriculture	$52,221	$44,908	$49,144	$62,000	$64,218	11
212.00 Dean,Arts & Letters	$51,750	$43,912	$49,519	$52,183	$65,005	26
213.00 Dean,Arts & Sciences	$53,892	$47,789	$51,740	$57,137	$65,225	75
214.00 Dean,Business	$51,438	$44,376	$49,350	$54,679	$63,000	153
215.00 Dean,Communications	$50,100	$41,064	$48,254	$54,900	$65,683	28
216.00 Dean,Continuing Ed	$50,931	$44,111	$48,568	$54,000	$61,501	169
217.00 Dean,Dentistry	*	*	*	*	*	2
218.00 Dean,Education	$50,405	$44,000	$48,101	$52,585	$61,360	16
219.00 Dean,Engineering	$54,776	$46,464	$54,000	$55,626	$62,602	48
221.00 Dean,Extension	$57,177	$46,405	$53,366	$59,643	$65,005	32
222.00 Dean,Fine Arts	$51,252	$40,222	$47,815	$56,854	$66,500	24
223.00 Dean,Graduate Program	*	*	*	*	*	1
224.00 Dean,Hlth-Rltd Prof	$51,995	$45,900	$49,776	$54,408	$62,000	94
225.00 Dean,Home Economics	$69,364	$55,537	$60,500	$78,228	$81,756	4
226.00 Dean,Humanities	$53,065	$45,200	$51,125	$55,306	$59,900	66
227.00 Dean,Instruction	$57,000	$47,323	$54,598	$61,300	$65,061	37
228.00 Dean,Law	*	*	*	*	*	3
229.00 Dean,Lib & Inf Sci	$53,578	$49,803	$52,535	$56,161	$58,428	18
230.00 Dean,Mathematics	$53,393	$45,999	$51,438	$55,568	$62,000	41
232.00 Dean,Music	*	*	*	*	*	3
233.00 Dean,Nursing	$48,806	$43,141	$46,451	$50,420	$55,422	60
234.00 Dean,Occ Std/Voc Ed	$53,808	$45,320	$50,595	$57,360	$65,319	129
236.00 Dean,Public Health	*	*	*	*	*	1
237.00 Dean,Sciences	$52,780	$46,280	$50,179	$56,040	$61,424	63
238.00 Dean,Social Sciences	$52,923	$43,264	$51,157	$54,925	$67,865	64
239.00 Dean,Social Work	*	*	*	*	*	2
240.00 Dean,Special Programs	$44,177	$37,331	$43,138	$51,197	$57,672	49
241.00 Dean,Undergrad Prog	$49,519	$42,295	$49,120	$53,773	$61,521	5
242.00 Dean,Veterinary Sci	*	*	*	*	*	1
ADMINISTRATIVE						
301.00 Chief Business Off	$60,924	$51,590	$58,275	$64,998	$73,959	296
301.01 Chief Admin Off	$61,000	$52,790	$57,000	$63,102	$69,155	51
301.02 Chief Financial Off	$54,924	$43,239	$52,476	$58,891	$69,692	85
301.10 Dir Env Health-Safety	$34,250	$28,500	$33,000	$35,500	$37,173	6
301.20 Dir Telecommunic	$43,199	$35,152	$41,690	$47,067	$53,173	28
302.00 Chief Planning Off	$59,145	$48,215	$56,493	$60,608	$69,651	40
303.00 Chief Budgeting Off	$44,956	$37,615	$43,160	$48,754	$58,320	43
303.10 Assc Budget Dir	$42,000	$30,246	$37,388	$44,280	$59,179	15
304.00 Chief Plan-Budgt Off	$59,004	$45,700	$54,305	$63,703	$67,411	8
305.00 General Counsel	$53,786	$48,141	$49,189	$59,786	$67,125	10
305.10 Staff Attorneys	*	*	*	*	*	1
306.00 Chf Personnel/HR Off	$47,800	$35,000	$43,244	$51,622	$64,093	151
306.10 Assc Dir Pers/HR	$41,183	$29,129	$39,500	$42,863	$50,242	38
306.20 Manager Benefits	$30,105	$26,441	$29,077	$31,865	$35,515	35
306.30 Manager Training-Dev	$37,641	$34,447	$36,065	$42,254	$53,980	17
306.50 Manager Labor Rel	*	*	*	*	*	1
306.60 Manager Employment	$31,655	$26,726	$31,228	$32,329	$40,176	21
306.70 Mgr Wage-Sal/Mgr,Comp	$30,979	$23,814	$29,666	$31,840	$47,867	11
306.80 Mgr Personnel Inf Sys	$35,015	$27,865	$34,655	$37,026	$47,044	12
307.00 Dir AA/EEO	$47,024	$38,156	$45,476	$49,890	$56,373	40
307.10 Assc Dir AA/EEO	*	*	*	*	*	3
308.00 Dir Pers-AA	$42,450	$32,495	$38,500	$45,482	$51,515	87
309.00 Chief Inform Sys Off	$48,184	$39,378	$45,981	$52,268	$63,073	158
309.10 Assc Dir Computer Ctr	$42,200	$32,121	$37,328	$44,124	$52,398	39
309.20 Data Base Admin	$43,563	$36,179	$40,408	$45,307	$56,325	29
309.30 Sys Analyst I-Hi	$37,188	$30,323	$34,957	$40,380	$45,870	70
309.40 Sys Analyst II-Lo	$34,458	$26,910	$33,099	$35,528	$39,411	20
309.50 Prog Analyst I-Hi	$32,846	$26,496	$30,500	$35,175	$41,076	101
309.60 Prog Analyst II-Lo	$28,547	$22,301	$27,137	$29,937	$34,409	81
310.00 Dir Comp Ctr Opr/Ad	$46,691	$35,737	$44,298	$49,317	$56,846	90
310.10 Assc Dir Comp Ctr	$40,567	$31,649	$37,732	$43,574	$49,283	23
312.00 Chf Phys Plnt/Fac	$43,116	$32,858	$40,000	$46,598	$55,285	256
312.10 Assc Dir Phys Plnt	$37,399	$29,323	$35,850	$39,314	$48,480	85
312.20 Mgr Landscape/Grnds	$27,823	$23,101	$26,145	$29,829	$34,949	60

*3 cases or less

TABLE 12
SALARY PERCENTILES FOR ALL TWO YEAR INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.30 Mgr Bldg Mnt Trades	$34,932	$26,316	$32,718	$37,080	$40,541	51
312.40 Mgr Tech Trades	$32,794	$29,040	$32,169	$34,409	$37,520	21
312.50 Mgr Custodial Srv	$29,318	$22,134	$26,341	$32,354	$36,184	91
312.60 Mgr Power Plant	$35,798	$29,405	$32,004	$35,996	$41,100	13
313.00 Comptroller	$44,335	$34,910	$41,000	$46,240	$55,745	141
313.10 Manager Payroll	$29,118	$23,996	$27,000	$30,574	$36,513	88
314.00 Dir Accounting	$36,189	$29,897	$34,215	$39,460	$44,942	92
314.10 Staff Accountant-Hi	$31,570	$24,858	$30,416	$34,124	$38,875	100
314.20 Staff Accountant-Lo	$24,759	$18,828	$23,763	$26,124	$31,956	70
315.00 Bursar	$37,566	$27,600	$32,797	$40,018	$47,525	45
315.10 Assc Bursar	$33,668	$28,276	$32,883	$34,048	$37,050	10
316.00 Dir Purchasing	$33,935	$26,154	$32,345	$37,237	$45,200	144
316.10 Assc Dir Purchasing	$27,328	$21,000	$26,339	$28,634	$39,027	26
317.00 Dir Bookstore	$29,290	$22,050	$26,458	$32,648	$39,628	162
317.10 Assc Dir Bookstore	$25,532	$17,916	$21,522	$27,120	$30,488	42
318.00 Dir Internal Audit	$35,677	$31,000	$35,000	$37,466	$45,740	35
319.00 Dir Aux Services	$43,211	$31,771	$35,688	$45,050	$52,500	49
319.10 Mgr Mail Services	$22,148	$17,120	$21,546	$23,588	$29,715	44
320.00 Dir Campus Security	$33,200	$24,608	$30,350	$36,608	$43,269	115
321.00 Dir Risk Mgt/Ins	$47,093	$42,127	$46,272	$48,277	$52,922	11
322.00 Admin Hosp Med Ctr	*	*	*	*	*	1
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$49,708	$40,000	$45,200	$52,402	$65,000	112
401.10 Dir Annual Giving	$35,127	$25,000	$34,000	$40,021	$48,617	24
401.20 Dir Corp/Fndtn Rel	$41,307	$29,943	$37,140	$45,300	$55,180	32
401.30 Coord Res Dev	$32,500	$26,325	$29,838	$37,248	$47,925	15
401.40 Dir Estate Pln	*	*	*	*	*	1
402.00 Chf Public Rel Off	$41,786	$31,007	$37,883	$45,607	$53,119	125
402.10 Dir Gov/Leg Rel	$49,334	$38,911	$49,182	$51,292	$59,652	5
403.00 Chf Dev/Pub Rel Off	$42,827	$33,000	$37,702	$47,800	$53,598	36
404.00 Dir Alumni Affairs	$27,170	$21,000	$25,200	$29,393	$35,352	22
405.00 Dir Dev/Alumni Aff	$38,448	$28,387	$35,500	$39,741	$51,295	20
406.00 Dir Spec/Defer Gifts	*	*	*	*	*	1
408.00 Dir Community Serv	$42,836	$36,359	$41,573	$45,532	$57,108	83
409.00 Dir Publications	$35,190	$30,495	$32,029	$38,698	$41,930	41
409.10 Assc Dir Publicatns	$25,575	$19,100	$24,900	$26,250	$37,050	8
409.20 Mgr Printing Srv	$28,088	$22,880	$25,987	$30,300	$35,338	74
410.00 Dir Info Office	$35,700	$28,089	$32,571	$36,504	$45,060	77
411.00 Dir News Bureau	$32,586	$21,641	$32,282	$32,890	$37,600	8
STUDENT SERVICES						
501.00 Chf Student Aff Off	$57,510	$48,000	$54,388	$60,443	$68,853	263
501.50 Dean of Students	$52,709	$43,704	$50,484	$56,570	$63,600	94
502.00 Chief Admissions Off	$42,159	$32,772	$38,983	$44,378	$52,624	137
502.10 Assc Dir Admissions	$32,030	$27,560	$30,650	$34,320	$36,830	46
502.20 Admissions Counselor	$27,111	$20,947	$25,622	$28,474	$34,764	106
502.30 Academic Advisor	$30,990	$26,100	$29,529	$32,500	$36,852	57
503.00 Dir Adm & Registrar	$44,878	$37,620	$42,340	$47,000	$54,866	103
504.00 Registrar	$38,205	$29,000	$35,200	$42,159	$51,668	178
504.10 Assc Registrar	$31,543	$23,468	$29,283	$35,521	$42,495	41
504.20 Asst Registrar	$26,436	$20,326	$25,616	$29,430	$37,083	40
505.00 Dir Adm/Fin Aid	$43,177	$31,884	$40,752	$47,257	$57,919	16
506.00 Dir Student Fin Aid	$38,786	$30,266	$35,914	$41,248	$47,592	283
506.10 Assc Dir Std Fin Aid	$30,063	$22,670	$26,877	$32,169	$35,073	82
507.00 Dir Food Services	$29,383	$21,079	$27,500	$33,475	$38,627	56
507.10 Assc Dir Food Serv	$22,050	$17,614	$19,724	$24,059	$30,000	11
508.00 Dir Residence Halls	$26,421	$18,000	$24,000	$27,196	$35,519	35
508.10 Assc Dir Std Housing	$22,590	$16,512	$17,750	$27,430	$28,548	4
508.20 Housing Off/Adm Opr	$28,704	$24,215	$28,127	$28,794	$34,133	5
508.30 Housing Off/Res Life	$23,828	$15,412	$22,295	$24,827	$27,000	16
509.00 Dir Union/Std Act	$46,254	$32,000	$41,440	$46,511	$64,439	14
510.00 Dir Foreign Students	$36,244	$26,500	$29,000	$38,246	$41,000	17
511.00 Dir Student Union	$32,700	$26,100	$26,808	$37,193	$39,468	7
511.10 Assc Dir Std Union	*	*	*	*	*	3
512.00 Dir Std Activities	$32,085	$24,933	$30,000	$35,081	$46,026	158
513.00 Dir Career Dev-Plcmt	$36,330	$28,440	$33,819	$39,458	$45,513	140
514.00 Dir Std Counseling	$44,331	$34,348	$41,854	$47,947	$55,126	170
514.10 Assc Dir Std Cnslg	$34,000	$29,101	$32,000	$37,200	$42,151	19
515.00 Dir Std Hlth-Physicn	$30,090	$17,676	$26,787	$35,973	$57,594	6
516.00 Dir Std Hlth-Nurse	$29,227	$22,008	$27,661	$30,555	$38,171	44
517.00 Dir Campus Ministries	$21,161	$10,400	$18,581	$24,081	$27,770	6
518.00 Dir Athletics	$42,782	$33,500	$40,000	$44,260	$54,328	116
519.00 Dir Sports Info	$27,841	$24,380	$27,144	$28,538	$30,966	6
520.00 Dir Athletics/Men	*	*	*	*	*	3
521.00 Dir Athletics/Women	$26,366	$18,500	$23,379	$29,352	$31,693	4
522.00 Dir Campus Rec	$27,690	$22,181	$26,184	$33,557	$39,068	27
523.00 Chief Enrollment Mgmt	$45,875	$34,446	$41,160	$47,923	$53,797	34
524.00 Dir Minority Affairs	$34,950	$27,000	$31,902	$39,000	$51,400	29
525.00 Dir Conferences	$32,175	$24,337	$31,200	$33,750	$41,941	19

*3 cases or less

TABLE 13
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $106.5 MILLION OR LESS

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	*	*	*	*	*	2
101.10 Asst to Ceo/System	*	*	*	*	*	1
102.00 Ceo / Single Inst	$123,500	$98,933	$120,000	$131,275	$150,000	41
102.10 Asst to Ceo/Single	$55,000	$38,556	$51,960	$55,400	$63,000	21
103.00 Exec Vice Pres	$98,088	$77,600	$92,085	$106,000	$135,720	8
ACADEMIC						
201.00 Chief Acad Off	$102,938	$86,000	$96,636	$109,000	$119,000	39
202.00 Chf Hlth Prof Off	*	*	*	*	*	1
203.00 Dir Library Serv	$65,867	$51,040	$59,760	$69,500	$75,000	42
203.10 Circulatn Librarian	$29,448	$24,794	$27,024	$29,932	$36,220	21
203.20 Acquistns Librarian	$33,526	$30,617	$32,621	$34,135	$36,903	25
203.30 Tech Serv Librarian	$38,712	$33,728	$37,250	$42,571	$47,500	28
203.40 Public Serv Librarian	$40,597	$35,094	$39,912	$43,191	$50,800	23
203.50 Reference Librarian	$34,797	$27,639	$33,563	$35,120	$39,529	28
204.00 Dir Instit Research	$47,500	$37,000	$45,000	$50,976	$53,964	23
204.10 Assc Dir Inst Res	$29,642	$22,880	$24,284	$35,000	$50,012	6
205.00 Dir Educ Media Serv	$41,509	$35,900	$38,978	$46,565	$53,296	20
206.00 Dir Learning Res Ctr	$42,852	$31,540	$34,747	$49,937	$52,513	9
207.00 Dir Internatl Std Ed	$48,240	$40,000	$44,108	$55,837	$65,000	11
208.00 Dir Comp Ctr Opr/Acad	$49,736	$44,962	$48,541	$52,188	$67,787	10
208.10 Assc Dir CC Opr/Acad	$43,747	$33,560	$41,664	$45,829	$47,580	6
209.00 Admn Grants-Contract	$48,600	$33,456	$44,000	$52,356	$67,412	23
210.00 Dean,Architecture	$94,941	$67,250	$89,881	$100,000	$100,000	4
211.00 Dean,Agriculture	*	*	*	*	*	3
212.00 Dean,Arts & Letters	$74,980	$66,288	$73,000	$76,960	$90,000	8
213.00 Dean,Arts & Sciences	$84,000	$73,800	$77,532	$87,252	$91,000	22
214.00 Dean,Business	$90,000	$77,116	$85,165	$95,400	$120,000	32
215.00 Dean,Communications	$60,642	$54,787	$60,000	$61,284	$66,037	4
216.00 Dean,Continuing Ed	$71,000	$57,835	$70,322	$71,004	$82,500	13
217.00 Dean,Dentistry	*	*	*	*	*	2
218.00 Dean,Education	$76,266	$63,800	$72,439	$80,700	$88,056	22
219.00 Dean,Engineering	$102,565	$81,080	$93,600	$107,000	$120,000	19
221.00 Dean,Extension	*	*	*	*	*	3
222.00 Dean,Fine Arts	$78,922	$63,895	$72,500	$85,344	$87,816	6
223.00 Dean,Graduate Program	$79,763	$67,493	$77,263	$81,000	$89,950	26
224.00 Dean,Hlth-Rltd Prof	$83,525	$74,239	$80,900	$86,150	$90,377	6
225.00 Dean,Home Economics	*	*	*	*	*	3
226.00 Dean,Humanities	*	*	*	*	*	3
228.00 Dean,Law	$141,205	$102,929	$138,200	$144,210	$150,000	8
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	3
230.00 Dean,Mathematics	*	*	*	*	*	1
231.00 Dean,Medicine	*	*	*	*	*	2
232.00 Dean,Music	*	*	*	*	*	3
233.00 Dean,Nursing	$82,000	$67,500	$78,000	$84,855	$90,000	9
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	1
235.00 Dean,Pharmacy	*	*	*	*	*	2
237.00 Dean,Sciences	$91,284	$69,670	$75,480	$100,880	$122,200	9
238.00 Dean,Social Sciences	$99,465	$66,000	$99,465	$99,465	$140,000	4
239.00 Dean,Social Work	$85,180	$64,260	$78,060	$92,300	$101,000	4
240.00 Dean,Special Programs	$71,200	$51,338	$63,028	$72,411	$80,215	5
241.00 Dean,Undergrad Prog	$72,695	$57,044	$69,383	$76,700	$91,570	11
ADMINISTRATIVE						
301.00 Chief Business Off	$94,721	$84,552	$89,873	$102,084	$107,017	38
301.01 Chief Admin Off	$82,000	$55,640	$56,360	$100,300	$100,346	7
301.02 Chief Financial Off	$68,915	$45,707	$58,218	$71,240	$80,236	16
301.10 Dir Env Health-Safety	$42,500	$32,220	$40,000	$50,000	$53,500	12
301.20 Dir Telecommunic	$35,455	$27,444	$33,360	$40,470	$47,380	14
302.00 Chief Planning Off	$88,000	$66,093	$80,400	$88,544	$89,544	5
303.00 Chief Budgeting Off	$55,890	$47,300	$50,195	$59,887	$66,250	22
303.10 Assc Budget Dir	$43,320	$38,913	$41,573	$43,660	$53,750	5
304.00 Chief Plan-Budgt Off	*	*	*	*	*	3
305.00 General Counsel	$66,000	$59,823	$65,000	$67,000	$68,945	8
305.10 Staff Attorneys	*	*	*	*	*	3
306.00 Chf Personnel/HR Off	$53,850	$48,215	$53,040	$57,365	$66,837	36
306.10 Assc Dir Pers/HR	$40,210	$33,426	$39,200	$40,775	$48,927	23
306.20 Manager Benefits	$32,502	$28,990	$30,951	$33,075	$41,931	18
306.30 Manager Training-Dev	*	*	*	*	*	3
306.40 Manager Empl Relatns	$37,950	$19,260	$35,713	$40,187	$44,000	4
306.60 Manager Employment	$30,534	$25,644	$29,245	$31,526	$34,051	10
306.70 Mgr Wage-Sal/Mgr,Comp	$31,950	$24,559	$31,112	$34,337	$41,862	5
306.80 Mgr Personnel Inf Sys	*	*	*	*	*	2
307.00 Dir AA/EEO	$53,250	$42,667	$47,043	$55,146	$59,457	20
307.10 Assc Dir AA/EEO	*	*	*	*	*	3
308.00 Dir Pers-AA	$48,850	$39,120	$48,300	$49,400	$53,419	6
309.00 Chief Inform Sys Off	$65,900	$54,860	$61,600	$67,632	$76,050	27
309.10 Assc Dir Computer Ctr	$47,184	$39,738	$46,750	$50,637	$55,200	11
309.20 Data Base Admin	$45,358	$38,293	$42,808	$47,350	$50,766	10
309.30 Sys Analyst I-Hi	$40,545	$35,593	$40,000	$41,550	$44,345	19
309.40 Sys Analyst II-Lo	$30,914	$23,000	$28,917	$32,910	$42,700	8
309.50 Prog Analyst I-Hi	$35,146	$29,094	$32,652	$36,306	$39,352	28
309.60 Prog Analyst II-Lo	$27,375	$24,144	$26,700	$28,295	$30,340	22
310.00 Dir Comp Ctr Opr/Ad	$55,884	$51,000	$54,600	$59,578	$64,667	17
310.10 Assc Dir Comp Ctr	$47,355	$43,100	$46,675	$56,460	$61,250	7
312.00 Chf Phys Plnt/Fac	$65,100	$54,024	$61,500	$68,487	$75,600	36
312.10 Assc Dir Phys Plnt	$46,250	$39,208	$43,428	$48,528	$55,000	17
312.20 Mgr Landscape/Grnds	$34,228	$27,562	$33,988	$35,124	$40,824	23
312.30 Mgr Bldg Mnt Trades	$42,848	$31,788	$36,396	$45,480	$51,888	19
312.40 Mgr Tech Trades	$42,046	$32,465	$37,093	$45,814	$48,028	10

*3 cases or less

TABLE 13
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $106.5 MILLION OR LESS

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.50 Mgr Custodial Srv	$33,412	$28,119	$31,200	$34,550	$37,356	27
312.60 Mgr Power Plant	$42,840	$34,107	$41,000	$44,128	$45,938	9
313.00 Comptroller	$60,800	$46,800	$55,600	$65,500	$70,175	33
313.10 Manager Payroll	$34,439	$30,000	$33,660	$36,000	$42,050	28
314.00 Dir Accounting	$48,000	$41,172	$44,750	$50,389	$58,248	19
314.10 Staff Accountant-Hi	$31,937	$23,967	$29,582	$34,960	$40,553	25
314.20 Staff Accountant-Lo	$26,076	$21,120	$24,370	$26,480	$28,422	21
315.00 Bursar	$36,261	$33,557	$35,360	$44,304	$44,935	17
315.10 Assc Bursar	*	*	*	*	*	3
316.00 Dir Purchasing	$41,941	$36,001	$40,498	$46,575	$52,600	32
316.10 Assc Dir Purchasing	$28,721	$25,488	$28,330	$34,956	$39,416	7
317.00 Dir Bookstore	$42,900	$34,000	$40,368	$45,319	$51,000	19
317.10 Assc Dir Bookstore	$33,361	$24,980	$29,600	$38,000	$39,806	7
318.00 Dir Internal Audit	$47,966	$35,028	$47,201	$48,000	$58,800	11
319.00 Dir Aux Services	$54,595	$48,215	$52,500	$57,372	$63,840	16
319.10 Mgr Mail Services	$24,270	$19,167	$22,764	$25,471	$31,140	24
320.00 Dir Campus Security	$44,435	$39,200	$43,860	$45,645	$52,000	36
321.00 Dir Risk Mgt/Ins	$54,959	$42,255	$50,697	$57,480	$62,850	5
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$80,194	$69,354	$77,000	$83,200	$102,000	25
401.10 Dir Annual Giving	$35,356	$25,033	$32,718	$41,000	$48,750	22
401.20 Dir Corp/Fndtn Rel	$48,760	$42,000	$47,350	$50,012	$53,295	18
401.30 Coord Res Dev	$32,539	$24,295	$29,085	$35,959	$43,250	10
401.40 Dir Estate Pln	$54,590	$31,018	$45,895	$54,795	$61,750	5
402.00 Chf Public Rel Off	$53,975	$43,300	$49,560	$61,000	$73,800	21
402.10 Dir Gov/Leg Rel	$67,437	$52,467	$60,639	$70,738	$78,700	10
403.00 Chf Dev/Pub Rel Off	$88,584	$75,000	$77,250	$92,725	$111,200	17
404.00 Dir Alumni Affairs	$43,264	$37,515	$42,079	$46,000	$50,957	33
405.00 Dir Dev/Alumni Aff	$50,595	$26,220	$42,500	$68,962	$69,928	7
406.00 Dir Spec/Defer Gifts	$48,930	$43,860	$48,286	$54,000	$57,000	11
407.00 Dir Church Relations	*	*	*	*	*	2
408.00 Dir Community Serv	$40,488	$32,500	$38,499	$42,477	$44,232	6
409.00 Dir Publications	$42,500	$31,701	$41,232	$45,068	$50,268	23
409.10 Assc Dir Publicatns	$36,276	$30,618	$35,000	$36,430	$38,000	9
409.20 Mgr Printing Srv	$34,055	$26,460	$30,929	$37,060	$40,000	22
410.00 Dir Info Office	$46,225	$37,740	$44,004	$48,860	$51,421	14
411.00 Dir News Bureau	$40,393	$29,224	$33,000	$41,352	$46,384	16
STUDENT SERVICES						
501.00 Chf Student Aff Off	$79,800	$64,814	$74,186	$83,229	$89,973	27
501.50 Dean of Students	$54,648	$43,995	$51,083	$60,000	$66,500	19
502.00 Chief Admissions Off	$50,180	$38,759	$49,450	$52,330	$57,800	27
502.10 Assc Dir Admissions	$32,788	$26,499	$30,516	$36,423	$40,682	22
502.20 Admissions Counselor	$25,061	$21,438	$23,128	$25,896	$28,516	30
502.30 Academic Advisor	$27,400	$20,546	$26,417	$30,600	$36,400	12
503.00 Dir Adm & Registrar	$54,992	$49,890	$52,416	$62,400	$68,028	7
504.00 Registrar	$47,660	$38,700	$45,441	$48,916	$56,076	36
504.10 Assc Registrar	$33,754	$27,543	$33,000	$37,447	$42,126	21
504.20 Asst Registrar	$25,300	$21,600	$24,348	$28,788	$34,463	19
505.00 Dir Adm/Fin Aid	*	*	*	*	*	3
506.00 Dir Student Fin Aid	$45,093	$38,896	$42,109	$48,612	$52,550	42
506.10 Assc Dir Std Fin Aid	$31,997	$25,958	$30,067	$33,410	$39,797	25
507.00 Dir Food Services	$42,686	$37,356	$41,923	$44,300	$49,000	12
507.10 Assc Dir Food Serv	$31,820	$29,592	$30,672	$32,968	$36,927	6
508.00 Dir Residence Halls	$38,604	$32,963	$37,980	$39,800	$44,720	24
508.10 Assc Dir Std Housing	$31,800	$26,334	$28,480	$35,011	$36,000	12
508.20 Housing Off/Adm Opr	$28,779	$23,903	$25,600	$30,682	$35,506	11
508.30 Housing Off/Res Life	$27,500	$22,000	$24,000	$28,000	$30,253	17
509.00 Dir Union/Std Act	$40,345	$35,000	$38,550	$42,140	$44,200	6
510.00 Dir Foreign Students	$32,644	$28,500	$32,098	$33,608	$37,757	21
511.00 Dir Student Union	$39,467	$37,066	$38,784	$42,376	$51,325	16
511.10 Assc Dir Std Union	$26,390	$24,123	$26,158	$35,021	$43,826	5
512.00 Dir Std Activities	$32,666	$27,186	$29,630	$36,330	$43,886	23
513.00 Dir Career Dev-Plcmt	$42,130	$34,700	$40,000	$43,090	$50,300	30
514.00 Dir Std Counseling	$48,485	$39,049	$43,994	$49,227	$53,999	31
514.10 Assc Dir Std Cnslg	$40,028	$32,045	$36,080	$40,750	$42,336	11
515.00 Dir Std Hlth-Physicn	$76,719	$69,912	$70,848	$89,800	$97,779	9
516.00 Dir Std Hlth-Nurse	$33,280	$28,000	$32,614	$34,076	$46,914	23
517.00 Dir Campus Ministries	$31,475	$28,922	$29,744	$33,205	$40,141	7
518.00 Dir Athletics	$62,100	$54,338	$56,905	$70,300	$79,346	32
519.00 Dir Sports Info	$29,260	$24,696	$28,000	$30,889	$38,833	23
520.00 Dir Athletics/Men	$48,675	$42,000	$42,800	$54,550	$56,650	4
521.00 Dir Athletics/Women	$40,143	$31,561	$36,495	$43,496	$49,775	10
522.00 Dir Campus Rec	$31,262	$27,997	$29,900	$32,280	$41,450	19
523.00 Chief Enrollment Mgmt	$71,600	$54,024	$57,500	$71,772	$74,067	12
524.00 Dir Minority Affairs	$39,535	$35,000	$38,844	$41,600	$47,650	14
525.00 Dir Conferences	$48,791	$39,264	$43,500	$54,000	$61,330	12

*3 cases or less

TABLE 14
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $106.5 - $234 MILLION

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$130,875	$123,180	$129,000	$136,953	$145,750	10
101.10 Asst to Ceo/System	$53,448	$50,956	$52,680	$56,724	$68,555	5
102.00 Ceo / Single Inst	$125,000	$115,350	$125,000	$127,500	$147,304	37
102.10 Asst to Ceo/Single	$63,333	$46,490	$62,400	$64,688	$78,780	24
103.00 Exec Vice Pres	$116,742	$103,507	$111,480	$125,430	$139,258	10
ACADEMIC						
201.00 Chief Acad Off	$107,604	$97,537	$104,430	$110,000	$120,000	42
202.00 Chf Hlth Prof Off	*	*	*	*	*	3
203.00 Dir Library Serv	$78,279	$70,250	$77,904	$80,305	$85,300	41
203.10 Circulatn Librarian	$35,653	$30,192	$33,475	$37,702	$40,690	32
203.20 Acquistns Librarian	$39,137	$34,185	$36,218	$40,381	$42,513	30
203.30 Tech Serv Librarian	$49,679	$42,700	$47,817	$51,508	$55,957	28
203.40 Public Serv Librarian	$50,450	$44,068	$48,624	$54,170	$57,327	25
203.50 Reference Librarian	$40,095	$34,391	$38,955	$42,444	$45,915	30
204.00 Dir Instit Research	$58,625	$48,000	$57,298	$61,247	$70,000	34
204.10 Assc Dir Inst Res	$42,705	$30,600	$38,966	$43,524	$47,500	12
205.00 Dir Educ Media Serv	$50,112	$42,331	$46,601	$54,755	$63,206	30
206.00 Dir Learning Res Ctr	$44,978	$35,917	$41,895	$47,340	$63,700	12
207.00 Dir Internatl Std Ed	$56,096	$34,561	$52,236	$65,330	$78,058	25
208.00 Dir Comp Ctr Opr/Acad	$62,195	$52,520	$60,825	$68,381	$75,322	21
208.10 Assc Dir CC Opr/Acad	$53,200	$46,296	$50,114	$53,500	$55,698	12
209.00 Admn Grants-Contract	$56,593	$46,114	$54,863	$62,292	$68,680	38
210.00 Dean,Architecture	$84,890	$82,300	$84,605	$87,360	$88,358	14
211.00 Dean,Agriculture	$91,986	$84,700	$90,140	$92,603	$98,425	14
212.00 Dean,Arts & Letters	$94,958	$90,228	$94,706	$95,210	$96,994	6
213.00 Dean,Arts & Sciences	$95,250	$87,204	$94,000	$96,800	$102,515	33
214.00 Dean,Business	$98,830	$90,984	$97,700	$102,000	$113,468	43
215.00 Dean,Communications	$80,800	$67,285	$80,320	$84,000	$94,000	9
216.00 Dean,Continuing Ed	$74,497	$64,690	$73,335	$78,180	$82,900	32
217.00 Dean,Dentistry	*	*	*	*	*	2
218.00 Dean,Education	$85,667	$74,160	$82,820	$88,800	$93,018	36
219.00 Dean,Engineering	$102,960	$89,750	$101,599	$105,575	$116,174	30
221.00 Dean,Extension	$96,650	$85,808	$91,420	$99,085	$101,760	5
222.00 Dean,Fine Arts	$84,890	$77,888	$83,584	$88,303	$90,000	16
223.00 Dean,Graduate Program	$84,804	$77,640	$80,303	$87,400	$93,685	40
224.00 Dean,Hlth-Rltd Prof	$85,600	$75,000	$84,706	$90,000	$93,000	9
225.00 Dean,Home Economics	$81,126	$73,000	$79,285	$82,966	$91,548	8
226.00 Dean,Humanities	$88,303	$80,000	$88,303	$88,303	$97,000	4
228.00 Dean,Law	$109,500	$100,524	$106,000	$120,817	$130,000	19
229.00 Dean,Lib & Inf Sci	$78,343	$73,344	$73,731	$82,955	$88,359	6
231.00 Dean,Medicine	*	*	*	*	*	2
232.00 Dean,Music	$82,182	$79,582	$81,900	$82,464	$83,541	6
233.00 Dean,Nursing	$83,739	$77,359	$82,820	$85,600	$95,000	14
234.00 Dean,Occ Std/Voc Ed	$78,540	$75,956	$77,270	$80,070	$82,470	5
235.00 Dean,Pharmacy	$91,854	$85,998	$90,852	$92,577	$93,392	5
236.00 Dean,Public Health	*	*	*	*	*	1
237.00 Dean,Sciences	$100,834	$93,220	$96,000	$103,000	$114,649	10
238.00 Dean,Social Sciences	$80,941	$65,662	$80,800	$81,081	$94,828	4
239.00 Dean,Social Work	$80,283	$76,000	$76,730	$83,835	$84,250	6
240.00 Dean,Special Programs	*	*	*	*	*	1
241.00 Dean,Undergrad Prog	$77,477	$69,756	$70,980	$84,606	$88,348	7
242.00 Dean,Veterinary Sci	*	*	*	*	*	2
ADMINISTRATIVE						
301.00 Chief Business Off	$95,000	$86,032	$92,800	$97,500	$103,768	37
301.01 Chief Admin Off	$87,998	$80,790	$86,326	$90,606	$94,678	11
301.02 Chief Financial Off	$75,924	$68,800	$74,650	$79,000	$91,837	18
301.10 Dir Env Health-Safety	$46,212	$38,725	$42,212	$49,727	$54,637	28
301.20 Dir Telecommunic	$51,250	$43,094	$47,976	$57,480	$62,410	32
302.00 Chief Planning Off	$74,136	$61,700	$73,528	$75,280	$92,030	9
303.00 Chief Budgeting Off	$64,000	$52,346	$60,000	$66,180	$69,472	36
303.10 Assc Budget Dir	$46,000	$34,505	$44,952	$48,552	$53,281	19
304.00 Chief Plan-Budgt Off	$73,017	$68,950	$71,940	$80,220	$86,556	7
305.00 General Counsel	$75,908	$70,686	$74,290	$80,436	$94,760	28
305.10 Staff Attorneys	$49,627	$45,000	$48,260	$50,458	$53,126	18
306.00 Chf Personnel/HR Off	$64,450	$57,860	$62,500	$65,520	$74,900	44
306.10 Assc Dir Pers/HR	$45,881	$41,460	$45,441	$48,550	$52,548	27
306.20 Manager Benefits	$36,948	$32,053	$35,778	$40,500	$46,226	32
306.30 Manager Training-Dev	$34,106	$27,480	$31,815	$36,828	$41,000	19
306.40 Manager Empl Relatns	$35,540	$29,884	$34,120	$36,578	$40,082	5
306.50 Manager Labor Rel	$45,630	$44,508	$45,480	$45,977	$49,140	7
306.60 Manager Employment	$35,316	$27,454	$32,000	$36,100	$41,561	26
306.70 Mgr Wage-Sal/Mgr,Comp	$37,598	$31,648	$35,000	$38,389	$42,366	26
306.80 Mgr Personnel Inf Sys	$36,065	$30,214	$34,221	$37,788	$42,224	16
307.00 Dir AA/EEO	$50,800	$42,529	$48,911	$54,534	$61,950	35
307.10 Assc Dir AA/EEO	$35,301	$30,105	$33,520	$35,616	$43,086	9
309.00 Chief Inform Sys Off	$77,961	$71,240	$76,000	$79,718	$85,800	36
309.10 Assc Dir Computer Ctr	$59,251	$53,690	$57,050	$63,318	$70,205	16
309.20 Data Base Admin	$49,431	$45,200	$48,995	$52,300	$56,370	20
309.30 Sys Analyst I-Hi	$41,989	$36,163	$39,886	$43,807	$47,800	33
309.40 Sys Analyst II-Lo	$35,501	$32,000	$34,878	$36,600	$40,664	22
309.50 Prog Analyst I-Hi	$35,838	$28,585	$34,343	$38,357	$40,086	37
309.60 Prog Analyst II-Lo	$29,380	$25,560	$28,221	$30,160	$34,029	34
310.00 Dir Comp Ctr Opr/Ad	$62,415	$49,866	$61,560	$69,039	$73,884	20
310.10 Assc Dir Comp Ctr	$57,667	$52,810	$57,211	$58,368	$60,957	15
312.00 Chf Phys Plnt/Fac	$68,172	$61,000	$65,050	$70,778	$76,335	43
312.10 Assc Dir Phys Plnt	$52,949	$46,148	$50,685	$56,414	$59,121	30
312.20 Mgr Landscape/Grnds	$37,370	$31,778	$36,925	$38,785	$43,209	39
312.30 Mgr Bldg Mnt Trades	$41,238	$31,483	$38,340	$44,246	$47,232	34

* 3 cases or less

TABLE 14
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $106.5 - $234 MILLION

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.40 Mgr Tech Trades	$40,288	$36,133	$38,282	$41,100	$44,012	22
312.50 Mgr Custodial Srv	$37,147	$30,358	$33,433	$38,126	$42,432	34
312.60 Mgr Power Plant	$41,062	$34,486	$37,591	$42,923	$49,390	30
313.00 Comptroller	$66,869	$58,968	$64,931	$69,000	$72,400	32
313.10 Manager Payroll	$36,100	$30,980	$35,400	$37,356	$39,943	38
314.00 Dir Accounting	$51,235	$45,960	$50,342	$54,000	$56,960	29
314.10 Staff Accountant-Hi	$32,104	$28,480	$30,247	$34,814	$40,034	36
314.20 Staff Accountant-Lo	$24,900	$21,840	$23,902	$25,450	$28,400	33
315.00 Bursar	$47,913	$42,210	$46,849	$50,622	$54,062	30
315.10 Assc Bursar	$33,360	$30,375	$32,450	$35,000	$36,429	16
316.00 Dir Purchasing	$49,435	$45,028	$47,900	$50,840	$59,120	40
316.10 Assc Dir Purchasing	$39,750	$33,391	$37,610	$41,308	$46,947	20
317.00 Dir Bookstore	$46,405	$40,015	$42,942	$46,920	$49,440	28
317.10 Assc Dir Bookstore	$33,000	$29,387	$31,413	$33,500	$41,537	17
318.00 Dir Internal Audit	$50,750	$43,352	$48,021	$52,014	$55,816	35
319.00 Dir Aux Services	$63,800	$53,184	$60,153	$65,466	$71,389	24
319.10 Mgr Mail Services	$27,850	$22,872	$26,624	$31,005	$34,260	32
320.00 Dir Campus Security	$50,955	$43,000	$49,004	$54,549	$56,384	39
321.00 Dir Risk Mgt/Ins	$52,479	$41,067	$47,381	$54,200	$61,963	19
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	1
322.20 Dir Med Ctr Pers	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$82,773	$68,300	$80,000	$93,045	$105,884	27
401.10 Dir Annual Giving	$43,717	$37,723	$40,000	$44,000	$52,500	21
401.20 Dir Corp/Fndtn Rel	$46,460	$36,000	$42,512	$46,944	$57,000	21
401.30 Coord Res Dev	$34,158	$29,900	$32,496	$36,000	$48,206	10
401.40 Dir Estate Pln	$53,900	$39,229	$50,805	$54,907	$65,293	15
402.00 Chf Public Rel Off	$62,627	$54,432	$61,610	$64,003	$70,000	23
402.10 Dir Gov/Leg Rel	$64,450	$57,360	$63,360	$65,000	$80,220	19
403.00 Chf Dev/Pub Rel Off	$89,185	$83,114	$87,426	$94,347	$99,567	21
404.00 Dir Alumni Affairs	$47,905	$41,440	$46,601	$50,000	$58,580	36
405.00 Dir Dev/Alumni Aff	$74,448	$61,395	$74,149	$78,224	$92,000	5
406.00 Dir Spec/Defer Gifts	$51,100	$40,000	$48,954	$54,000	$59,000	11
407.00 Dir Church Relations	*	*	*	*	*	1
408.00 Dir Community Serv	$48,508	$39,800	$47,016	$50,000	$60,423	4
409.00 Dir Publications	$43,519	$37,745	$42,699	$44,164	$49,126	26
409.10 Assc Dir Publicatns	$30,000	$27,538	$29,120	$31,150	$37,015	9
409.20 Mgr Printing Srv	$41,858	$35,663	$38,625	$42,900	$47,688	32
410.00 Dir Info Office	$53,630	$40,000	$51,912	$54,050	$56,700	22
411.00 Dir News Bureau	$37,403	$32,708	$35,000	$38,376	$47,920	19
STUDENT SERVICES						
501.00 Chf Student Aff Off	$85,346	$78,950	$84,470	$87,900	$93,340	45
501.50 Dean of Students	$59,235	$48,240	$57,270	$63,077	$68,511	31
502.00 Chief Admissions Off	$55,237	$46,117	$52,900	$56,000	$69,709	38
502.10 Assc Dir Admissions	$38,853	$31,676	$36,202	$40,396	$45,000	40
502.20 Admissions Counselor	$23,478	$20,807	$22,639	$25,561	$26,913	30
502.30 Academic Advisor	$27,619	$24,336	$26,814	$28,909	$31,710	26
503.00 Dir Adm & Registrar	$59,643	$53,694	$54,693	$65,070	$69,185	7
504.00 Registrar	$56,155	$49,395	$54,061	$60,294	$64,792	38
504.10 Assc Registrar	$39,609	$35,824	$38,920	$41,170	$48,318	33
504.20 Asst Registrar	$30,762	$26,000	$29,090	$31,821	$34,536	27
505.00 Dir Adm/Fin Aid	*	*	*	*	*	3
506.00 Dir Student Fin Aid	$54,394	$47,225	$53,238	$56,700	$61,005	43
506.10 Assc Dir Std Fin Aid	$39,049	$33,898	$37,650	$40,660	$45,314	40
507.00 Dir Food Services	$51,795	$45,480	$49,741	$53,112	$61,466	24
507.10 Assc Dir Food Serv	$39,648	$33,336	$37,615	$42,345	$53,175	14
508.00 Dir Residence Halls	$54,005	$47,004	$51,000	$55,480	$58,075	36
508.10 Assc Dir Std Housing	$39,181	$32,179	$36,012	$40,000	$45,625	23
508.20 Housing Off/Adm Opr	$36,845	$32,500	$34,900	$38,424	$42,706	21
508.30 Housing Off/Res Life	$36,210	$29,582	$34,453	$39,693	$45,280	23
509.00 Dir Union/Std Act	$47,470	$45,550	$47,302	$51,019	$53,328	11
510.00 Dir Foreign Students	$41,624	$34,000	$37,805	$43,150	$47,703	24
511.00 Dir Student Union	$48,500	$38,225	$43,305	$51,618	$56,754	25
511.10 Assc Dir Std Union	$35,015	$33,050	$34,333	$37,087	$44,910	22
512.00 Dir Std Activities	$38,325	$32,134	$37,255	$40,476	$45,520	28
513.00 Dir Career Dev-Plcmt	$48,792	$41,480	$45,250	$50,470	$55,294	44
514.00 Dir Std Counseling	$54,402	$47,843	$51,373	$56,175	$64,827	35
514.10 Assc Dir Std Cnslg	$43,947	$37,392	$42,500	$46,200	$49,610	18
515.00 Dir Std Hlth-Physicn	$81,819	$74,060	$80,340	$82,617	$91,326	37
516.00 Dir Std Hlth-Nurse	$41,907	$35,725	$40,027	$42,817	$45,762	10
517.00 Dir Campus Ministries	$41,400	$40,300	$41,000	$42,000	$50,956	7
518.00 Dir Athletics	$76,928	$63,125	$74,802	$80,952	$93,601	38
519.00 Dir Sports Info	$34,941	$28,750	$32,733	$38,000	$43,900	41
520.00 Dir Athletics/Men	$72,069	$43,420	$65,250	$78,888	$91,010	6
521.00 Dir Athletics/Women	$44,007	$39,093	$43,500	$49,563	$56,385	11
522.00 Dir Campus Rec	$47,059	$34,380	$42,112	$49,196	$52,950	37
523.00 Chief Enrollment Mgmt	$68,655	$57,403	$67,600	$69,709	$80,840	8
524.00 Dir Minority Affairs	$41,459	$34,146	$40,300	$43,600	$49,443	27
525.00 Dir Conferences	$43,764	$38,761	$43,502	$46,400	$52,738	21

*3 cases or less

TABLE 15
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $234 - $414.3 MILLION

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$155,800	$131,609	$147,007	$156,400	$213,500	5
101.10 Asst to Ceo/System	*	*	*	*	*	3
102.00 Ceo / Single Inst	$159,400	$131,494	$150,773	$175,000	$239,750	37
102.10 Asst to Ceo/Single	$65,000	$53,609	$60,000	$74,244	$89,786	27
103.00 Exec Vice Pres	$135,000	$101,832	$127,969	$140,000	$177,200	11
ACADEMIC						
201.00 Chief Acad Off	$133,151	$112,500	$127,125	$143,820	$161,350	42
202.00 Chf Hlth Prof Off	$230,000	$181,050	$215,001	$265,000	$270,000	11
203.00 Dir Library Serv	$93,720	$84,800	$91,599	$96,500	$100,231	41
203.10 Circulatn Librarian	$36,800	$31,056	$35,038	$37,305	$43,545	35
203.20 Acquistns Librarian	$42,308	$38,300	$41,200	$44,316	$49,600	31
203.30 Tech Serv Librarian	$53,836	$45,000	$51,611	$57,047	$69,869	24
203.40 Public Serv Librarian	$50,890	$43,700	$48,728	$52,500	$63,453	23
203.50 Reference Librarian	$42,393	$36,369	$42,000	$46,000	$50,222	29
204.00 Dir Instit Research	$60,000	$48,700	$58,289	$60,900	$71,819	31
204.10 Assc Dir Inst Res	$45,116	$39,674	$43,000	$47,059	$55,500	14
205.00 Dir Educ Media Serv	$56,863	$42,016	$52,444	$61,278	$63,293	20
206.00 Dir Learning Res Ctr	$51,150	$33,333	$44,710	$53,400	$56,650	12
207.00 Dir Internatl Std Ed	$61,453	$50,000	$57,500	$75,130	$95,051	16
208.00 Dir Comp Ctr Opr/Acad	$73,908	$65,720	$72,100	$78,685	$98,250	29
208.10 Assc Dir CC Opr/Acad	$61,881	$55,056	$61,800	$61,961	$74,800	8
209.00 Admn Grants-Contract	$68,009	$53,256	$63,000	$70,008	$74,108	32
210.00 Dean,Architecture	$99,250	$85,536	$92,477	$100,274	$105,750	14
211.00 Dean,Agriculture	$105,870	$84,114	$103,704	$112,616	$116,556	14
212.00 Dean,Arts & Letters	$101,316	$85,572	$89,500	$110,000	$139,333	7
213.00 Dean,Arts & Sciences	$109,992	$96,075	$104,500	$115,000	$121,000	24
214.00 Dean,Business	$120,000	$106,000	$116,900	$130,362	$152,600	37
215.00 Dean,Communications	$95,375	$74,357	$91,811	$98,119	$111,550	10
216.00 Dean,Continuing Ed	$89,574	$72,229	$87,252	$91,776	$101,278	20
217.00 Dean,Dentistry	$128,313	$120,000	$125,004	$131,622	$146,440	8
218.00 Dean,Education	$101,454	$84,500	$94,500	$106,000	$112,305	31
219.00 Dean,Engineering	$121,000	$109,214	$117,144	$125,300	$140,200	35
221.00 Dean,Extension	$96,400	$84,806	$89,886	$98,304	$114,000	9
222.00 Dean,Fine Arts	$96,167	$87,359	$92,368	$104,142	$122,400	10
223.00 Dean,Graduate Program	$102,600	$88,000	$97,500	$108,088	$120,499	31
224.00 Dean,Hlth-Rltd Prof	$92,224	$87,745	$91,500	$92,775	$102,616	7
225.00 Dean,Home Economics	$95,675	$84,710	$94,184	$96,675	$103,326	10
226.00 Dean,Humanities	$101,280	$89,618	$90,083	$104,853	$141,500	7
227.00 Dean,Instruction	*	*	*	*	*	2
228.00 Dean,Law	$145,000	$120,000	$131,892	$146,967	$156,750	25
229.00 Dean,Lib & Inf Sci	$88,416	$72,225	$82,819	$92,100	$121,500	9
230.00 Dean,Mathematics	*	*	*	*	*	3
231.00 Dean,Medicine	$186,000	$163,836	$176,737	$194,720	$233,200	19
232.00 Dean,Music	$85,618	$76,900	$84,999	$86,236	$93,750	6
233.00 Dean,Nursing	$97,350	$85,668	$90,325	$101,000	$107,973	26
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	3
235.00 Dean,Pharmacy	$111,003	$91,552	$106,936	$114,003	$119,765	10
236.00 Dean,Public Health	*	*	*	*	*	3
237.00 Dean,Sciences	$110,688	$92,940	$103,872	$113,252	$145,000	14
238.00 Dean,Social Sciences	$104,592	$100,920	$103,625	$115,000	$116,150	7
239.00 Dean,Social Work	$98,000	$90,748	$97,298	$99,934	$112,054	15
241.00 Dean,Undergrad Prog	$85,721	$80,500	$85,442	$86,000	$98,482	8
242.00 Dean,Veterinary Sci	$100,212	$89,473	$96,206	$107,550	$116,844	5
ADMINISTRATIVE						
301.00 Chief Business Off	$119,493	$100,000	$114,756	$125,000	$137,500	34
301.01 Chief Admin Off	$97,850	$90,000	$95,220	$99,679	$129,000	10
301.02 Chief Financial Off	$93,500	$78,280	$83,894	$101,362	$135,250	21
301.10 Dir Env Health-Safety	$58,884	$48,943	$56,932	$65,184	$74,381	35
301.20 Dir Telecommunic	$61,651	$47,000	$56,800	$65,000	$72,400	34
302.00 Chief Planning Off	$85,000	$68,039	$80,100	$96,000	$101,000	7
303.00 Chief Budgeting Off	$72,500	$60,900	$68,740	$75,263	$87,864	28
303.10 Assc Budget Dir	$50,796	$42,629	$47,428	$55,000	$65,122	22
304.00 Chief Plan-Budgt Off	$77,873	$68,375	$77,250	$83,076	$94,591	11
305.00 General Counsel	$87,950	$74,700	$85,000	$95,098	$123,500	30
305.10 Staff Attorneys	$60,000	$51,295	$55,022	$61,928	$69,135	25
306.00 Chf Personnel/HR Off	$76,183	$65,628	$72,250	$81,000	$100,000	43
306.10 Assc Dir Pers/HR	$54,920	$43,587	$54,086	$57,204	$62,220	14
306.20 Manager Benefits	$43,705	$32,864	$38,760	$46,500	$52,000	36
306.30 Manager Training-Dev	$43,961	$36,252	$39,900	$45,000	$52,000	29
306.40 Manager Empl Relatns	$46,125	$38,298	$42,078	$48,421	$54,700	20
306.50 Manager Labor Rel	$58,700	$48,350	$51,192	$59,500	$60,300	7
306.60 Manager Employment	$40,164	$29,607	$37,740	$42,600	$49,800	32
306.70 Mgr Wage-Sal/Mgr,Comp	$41,385	$34,900	$39,866	$47,381	$50,175	30
306.80 Mgr Personnel Inf Sys	$42,110	$34,840	$39,000	$45,000	$52,344	24
307.00 Dir AA/EEO	$62,000	$51,000	$57,976	$63,200	$70,350	34
307.10 Assc Dir AA/EEO	$39,195	$38,258	$38,772	$40,000	$44,025	9
308.00 Dir Pers-AA	*	*	*	*	*	1
309.00 Chief Inform Sys Off	$94,465	$77,748	$85,100	$102,630	$117,000	28
309.10 Assc Dir Computer Ctr	$70,000	$59,688	$67,268	$74,610	$88,922	13
309.20 Data Base Admin	$50,202	$43,550	$47,000	$53,721	$56,560	21
309.30 Sys Analyst I-Hi	$45,095	$39,679	$43,416	$47,848	$49,814	27
309.40 Sys Analyst II-Lo	$36,407	$30,609	$36,148	$37,336	$42,499	23
309.50 Prog Analyst I-Hi	$35,048	$30,282	$32,643	$36,442	$40,720	35
309.60 Prog Analyst II-Lo	$27,310	$23,280	$26,394	$28,272	$29,746	31
310.00 Dir Comp Ctr Opr/Ad	$71,500	$60,000	$67,955	$75,000	$84,000	29
310.10 Assc Dir Comp Ctr	$59,979	$53,200	$58,726	$64,000	$67,018	12
312.00 Chf Phys Plnt/Fac	$80,399	$70,008	$77,600	$83,000	$92,500	36
312.10 Assc Dir Phys Plnt	$61,117	$54,610	$57,989	$63,900	$69,518	24

*3 cases or less

TABLE 15
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $234 - $414.3 MILLION

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.20 Mgr Landscape/Grnds	$43,485	$37,330	$41,121	$46,276	$51,450	34
312.30 Mgr Bldg Mnt Trades	$46,612	$37,668	$41,940	$51,700	$56,000	29
312.40 Mgr Tech Trades	$48,977	$39,800	$46,328	$52,160	$53,162	12
312.50 Mgr Custodial Srv	$41,300	$34,153	$38,809	$44,551	$51,000	35
312.60 Mgr Power Plant	$46,809	$39,645	$45,760	$50,640	$62,958	26
313.00 Comptroller	$85,150	$75,000	$80,500	$87,400	$98,300	28
313.10 Manager Payroll	$46,021	$34,462	$41,200	$48,028	$53,825	40
314.00 Dir Accounting	$56,758	$49,141	$54,700	$58,950	$64,566	32
314.10 Staff Accountant-Hi	$31,492	$27,899	$30,550	$36,622	$38,576	31
314.20 Staff Accountant-Lo	$25,687	$21,700	$24,902	$26,564	$28,620	31
315.00 Bursar	$49,719	$38,020	$47,050	$52,000	$59,454	24
315.10 Assc Bursar	$36,294	$27,650	$35,588	$37,000	$44,207	8
316.00 Dir Purchasing	$58,592	$50,619	$55,000	$61,900	$67,000	44
316.10 Assc Dir Purchasing	$44,952	$40,718	$44,460	$45,891	$52,728	20
317.00 Dir Bookstore	$52,000	$41,277	$47,400	$53,000	$60,504	21
317.10 Assc Dir Bookstore	$34,437	$30,806	$34,000	$37,674	$43,824	7
318.00 Dir Internal Audit	$60,570	$51,252	$57,047	$64,325	$73,529	38
319.00 Dir Aux Services	$74,589	$62,850	$68,396	$81,500	$90,000	20
319.10 Mgr Mail Services	$33,166	$27,252	$32,413	$34,100	$40,690	38
320.00 Dir Campus Security	$59,504	$48,870	$55,525	$61,200	$70,216	43
321.00 Dir Risk Mgt/Ins	$58,000	$44,121	$50,640	$61,488	$71,656	27
322.00 Admin Hosp Med Ctr	$160,176	$140,000	$160,000	$165,000	$254,000	9
322.10 Dir Med Ctr Pub Rel	$65,489	$45,888	$52,458	$68,000	$70,029	12
322.20 Dir Med Ctr Pers	$66,805	$51,500	$57,100	$76,510	$99,008	6
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$102,354	$83,952	$95,000	$107,451	$130,000	33
401.10 Dir Annual Giving	$44,100	$39,050	$41,160	$47,959	$58,870	25
401.20 Dir Corp/Fndtn Rel	$55,796	$40,000	$51,550	$66,710	$77,744	22
401.30 Coord Res Dev	$42,238	$32,593	$36,641	$45,520	$47,849	14
401.40 Dir Estate Pln	$58,121	$51,603	$56,132	$59,535	$69,000	18
402.00 Chf Public Rel Off	$76,262	$62,266	$73,294	$85,750	$104,500	31
402.10 Dir Gov/Leg Rel	$68,000	$45,818	$65,000	$70,000	$81,324	23
403.00 Chf Dev/Pub Rel Off	$113,105	$90,000	$104,700	$123,100	$154,000	11
404.00 Dir Alumni Affairs	$64,086	$50,766	$60,606	$65,000	$76,055	33
405.00 Dir Dev/Alumni Aff	$68,350	$42,198	$63,900	$72,800	$103,000	6
406.00 Dir Spec/Defer Gifts	$62,025	$52,007	$61,200	$65,832	$69,000	11
407.00 Dir Church Relations	*	*	*	*	*	1
408.00 Dir Community Serv	$60,584	$43,687	$51,167	$70,000	$90,831	6
409.00 Dir Publications	$46,800	$37,608	$45,725	$49,716	$60,400	31
409.10 Assc Dir Publicatns	$36,997	$32,923	$34,406	$39,831	$44,052	10
409.20 Mgr Printing Srv	$45,877	$35,659	$43,256	$49,652	$56,200	30
410.00 Dir Info Office	$57,627	$43,300	$53,269	$64,615	$76,352	16
411.00 Dir News Bureau	$47,041	$38,834	$42,822	$48,734	$56,622	20
STUDENT SERVICES						
501.00 Chf Student Aff Off	$98,000	$82,825	$95,275	$101,442	$107,910	42
501.50 Dean of Students	$70,000	$63,050	$67,093	$72,421	$79,650	25
502.00 Chief Admissions Off	$63,000	$50,000	$54,737	$65,500	$70,086	34
502.10 Assc Dir Admissions	$41,080	$36,130	$38,750	$43,632	$51,719	33
502.20 Admissions Counselor	$26,336	$21,000	$24,156	$28,232	$34,263	29
502.30 Academic Advisor	$25,645	$23,902	$24,801	$28,900	$32,253	17
503.00 Dir Adm & Registrar	$70,162	$62,376	$68,244	$72,080	$82,059	8
504.00 Registrar	$61,825	$51,002	$59,856	$62,897	$71,205	40
504.10 Assc Registrar	$42,891	$36,234	$38,781	$46,384	$50,388	26
504.20 Asst Registrar	$34,125	$28,850	$33,588	$35,676	$42,456	23
505.00 Dir Adm/Fin Aid	$83,880	$69,600	$77,759	$90,000	$109,020	4
506.00 Dir Student Fin Aid	$60,096	$51,800	$57,420	$62,000	$67,027	40
506.10 Assc Dir Std Fin Aid	$40,066	$35,648	$38,397	$41,863	$46,200	34
507.00 Dir Food Services	$66,603	$51,104	$56,000	$70,500	$74,500	17
507.10 Assc Dir Food Serv	$50,595	$43,480	$50,309	$50,880	$58,800	8
508.00 Dir Residence Halls	$58,191	$47,824	$55,721	$63,500	$70,590	33
508.10 Assc Dir Std Housing	$46,286	$35,185	$45,375	$48,356	$54,629	20
508.20 Housing Off/Adm Opr	$39,378	$32,340	$38,280	$42,237	$48,000	19
508.30 Housing Off/Res Life	$39,900	$30,000	$36,530	$41,636	$47,362	19
509.00 Dir Union/Std Act	$53,835	$43,647	$53,031	$57,541	$63,638	15
510.00 Dir Foreign Students	$41,854	$36,050	$41,600	$46,865	$51,430	24
511.00 Dir Student Union	$49,901	$42,226	$47,389	$51,684	$63,700	18
511.10 Assc Dir Std Union	$36,550	$33,212	$34,704	$38,624	$45,896	13
512.00 Dir Std Activities	$43,245	$34,405	$38,844	$45,732	$53,000	21
513.00 Dir Career Dev-Plcmt	$52,238	$47,169	$50,735	$55,500	$63,173	35
514.00 Dir Std Counseling	$57,000	$48,637	$54,422	$59,559	$68,907	35
514.10 Assc Dir Std Cnslg	$50,981	$42,300	$47,476	$53,647	$60,276	10
515.00 Dir Std Hlth-Physicn	$84,833	$74,500	$82,171	$87,333	$104,251	32
516.00 Dir Std Hlth-Nurse	$44,044	$36,098	$41,467	$46,050	$58,043	15
517.00 Dir Campus Ministries	$55,653	$37,162	$40,846	$59,000	$62,320	7
518.00 Dir Athletics	$96,855	$80,145	$88,000	$100,007	$115,443	41
519.00 Dir Sports Info	$39,741	$33,000	$37,128	$40,485	$51,000	36
520.00 Dir Athletics/Men	*	*	*	*	*	3
521.00 Dir Athletics/Women	$43,000	$37,630	$42,500	$51,200	$58,500	7
522.00 Dir Campus Rec	$48,642	$36,000	$47,090	$52,685	$56,635	32
523.00 Chief Enrollment Mgmt	$71,135	$51,220	$68,400	$73,870	$88,600	6
524.00 Dir Minority Affairs	$54,254	$43,854	$49,000	$58,408	$65,000	22
525.00 Dir Conferences	$46,500	$40,805	$45,564	$48,900	$55,517	21

*3 cases or less

TABLE 16
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $414.3 MILLION OR MORE

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$180,385	$160,476	$180,000	$194,564	$250,000	9
101.10 Asst to Ceo/System	$80,160	$55,035	$71,080	$81,080	$82,911	5
102.00 Ceo / Single Inst	$157,000	$133,775	$149,400	$162,000	$185,419	35
102.10 Asst to Ceo/Single	$80,000	$60,500	$70,895	$80,514	$89,000	26
103.00 Exec Vice Pres	$157,500	$130,613	$143,004	$178,464	$182,574	12
ACADEMIC						
201.00 Chief Acad Off	$137,000	$118,900	$132,600	$145,000	$176,185	42
202.00 Chf Hlth Prof Off	$201,200	$116,000	$158,004	$245,000	$321,000	21
203.00 Dir Library Serv	$98,200	$88,600	$96,126	$102,783	$116,875	38
203.10 Circulatn Librarian	$41,749	$35,000	$39,560	$44,304	$50,054	36
203.20 Acquistns Librarian	$46,000	$40,900	$44,107	$48,356	$52,857	35
203.30 Tech Serv Librarian	$59,142	$54,199	$58,000	$59,768	$72,300	34
203.40 Public Serv Librarian	$61,128	$54,000	$57,564	$64,594	$68,154	28
203.50 Reference Librarian	$45,953	$38,000	$42,576	$48,550	$54,556	34
204.00 Dir Instit Research	$68,500	$61,556	$67,475	$70,000	$80,000	28
204.10 Assc Dir Inst Res	$50,000	$48,000	$49,500	$50,368	$54,200	11
205.00 Dir Educ Media Serv	$63,395	$55,800	$60,926	$65,295	$71,856	15
206.00 Dir Learning Res Ctr	$60,483	$49,673	$55,790	$62,416	$66,660	15
207.00 Dir Internatl Std Ed	$84,591	$54,675	$76,328	$86,000	$93,375	21
208.00 Dir Comp Ctr Opr/Acad	$80,250	$67,698	$75,886	$86,078	$100,500	25
208.10 Assc Dir CC Opr/Acad	$66,361	$51,679	$60,251	$71,582	$81,000	14
209.00 Admn Grants-Contract	$81,400	$70,119	$78,000	$90,854	$96,530	37
210.00 Dean,Architecture	$107,450	$96,500	$102,900	$109,800	$126,000	18
211.00 Dean,Agriculture	$126,948	$114,000	$121,000	$129,000	$140,000	16
212.00 Dean,Arts & Letters	*	*	*	*	*	3
213.00 Dean,Arts & Sciences	$122,900	$107,198	$114,156	$130,250	$145,400	25
214.00 Dean,Business	$141,380	$117,073	$134,810	$150,000	$166,095	35
215.00 Dean,Communications	$110,000	$95,000	$98,550	$112,300	$126,300	12
216.00 Dean,Continuing Ed	$90,045	$77,353	$87,192	$93,338	$108,000	23
217.00 Dean,Dentistry	$134,000	$118,958	$128,089	$141,050	$160,450	15
218.00 Dean,Education	$102,766	$90,500	$102,006	$105,528	$118,225	30
219.00 Dean,Engineering	$144,000	$122,549	$133,476	$147,435	$156,500	33
221.00 Dean,Extension	$102,950	$95,500	$102,900	$103,000	$117,400	8
222.00 Dean,Fine Arts	$97,000	$88,000	$95,800	$104,000	$110,052	13
223.00 Dean,Graduate Program	$109,187	$94,500	$107,516	$112,651	$125,000	28
224.00 Dean,Hlth-Rltd Prof	$98,922	$95,000	$97,444	$100,400	$108,000	8
225.00 Dean,Home Economics	$103,124	$93,110	$101,065	$105,135	$120,000	9
226.00 Dean,Humanities	$100,400	$94,379	$98,000	$102,800	$106,440	6
228.00 Dean,Law	$141,354	$122,676	$138,390	$155,000	$175,000	28
229.00 Dean,Lib & Inf Sci	$97,000	$72,553	$93,305	$99,000	$115,500	9
230.00 Dean,Mathematics	$107,233	$86,000	$106,660	$107,805	$122,460	4
231.00 Dean,Medicine	$223,570	$183,247	$206,352	$230,355	$258,869	22
232.00 Dean,Music	$103,000	$88,333	$102,000	$106,752	$115,094	13
233.00 Dean,Nursing	$112,860	$101,420	$105,828	$115,149	$135,355	23
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	2
235.00 Dean,Pharmacy	$111,800	$100,000	$110,200	$121,224	$128,912	17
236.00 Dean,Public Health	$139,000	$130,000	$138,348	$140,500	$209,000	9
237.00 Dean,Sciences	$118,000	$107,688	$117,000	$120,209	$125,000	9
238.00 Dean,Social Sciences	$106,876	$102,922	$105,000	$108,751	$119,500	6
239.00 Dean,Social Work	$103,667	$87,600	$95,270	$108,000	$120,000	18
240.00 Dean,Special Programs	*	*	*	*	*	2
241.00 Dean,Undergrad Prog	$100,000	$79,193	$96,000	$103,668	$110,000	9
242.00 Dean,Veterinary Sci	$123,250	$115,176	$117,170	$131,225	$140,000	12
ADMINISTRATIVE						
301.00 Chief Business Off	$120,000	$111,000	$118,100	$123,600	$166,121	21
301.01 Chief Admin Off	$102,500	$96,765	$99,968	$118,500	$130,008	15
301.02 Chief Financial Off	$102,000	$87,708	$95,098	$105,000	$135,000	21
301.10 Dir Env Health-Safety	$70,192	$58,095	$67,000	$74,365	$84,850	36
301.20 Dir Telecommunic	$69,001	$58,811	$65,000	$74,486	$86,959	37
302.00 Chief Planning Off	$94,395	$72,600	$92,642	$101,847	$116,300	12
303.00 Chief Budgeting Off	$78,466	$65,800	$77,500	$80,351	$91,300	27
303.10 Assc Budget Dir	$65,062	$56,076	$64,176	$67,000	$77,878	21
304.00 Chief Plan-Budgt Off	$112,500	$89,460	$106,704	$113,000	$120,000	12
305.00 General Counsel	$102,000	$89,754	$98,000	$104,000	$131,000	31
305.10 Staff Attorneys	$70,475	$53,458	$64,712	$77,650	$86,150	29
306.00 Chf Personnel/HR Off	$84,700	$70,784	$79,000	$96,000	$115,000	40
306.10 Assc Dir Pers/HR	$62,618	$50,746	$59,801	$65,250	$81,478	20
306.20 Manager Benefits	$52,584	$43,900	$49,925	$56,035	$60,731	37
306.30 Manager Training-Dev	$46,054	$38,473	$44,100	$48,984	$54,000	28
306.40 Manager Empl Relatns	$48,434	$35,316	$42,725	$50,833	$62,700	17
306.50 Manager Labor Rel	$54,667	$49,000	$54,059	$61,032	$78,700	16
306.60 Manager Employment	$49,660	$40,968	$44,612	$51,630	$58,076	35
306.70 Mgr Wage-Sal/Mgr,Comp	$48,200	$41,116	$46,752	$50,757	$56,100	33
306.80 Mgr Personnel Inf Sys	$51,650	$44,450	$50,400	$54,453	$58,562	20
307.00 Dir AA/EEO	$68,275	$57,071	$62,640	$74,400	$80,626	32
307.10 Assc Dir AA/EEO	$41,800	$35,071	$41,040	$45,500	$52,088	19
308.00 Dir Pers-AA	*	*	*	*	*	2
309.00 Chief Inform Sys Off	$108,500	$84,889	$99,000	$115,000	$135,000	21
309.10 Assc Dir Computer Ctr	$78,200	$69,210	$76,000	$85,873	$93,500	11
309.20 Data Base Admin	$53,032	$47,264	$52,182	$54,000	$64,079	22
309.30 Sys Analyst I-Hi	$46,112	$38,310	$44,154	$47,314	$57,284	33
309.40 Sys Analyst II-Lo	$36,566	$31,062	$34,529	$38,180	$40,817	30
309.50 Prog Analyst I-Hi	$38,944	$31,293	$35,771	$40,125	$48,655	37
309.60 Prog Analyst II-Lo	$28,882	$26,796	$28,034	$30,257	$35,498	36
310.00 Dir Comp Ctr Opr/Ad	$79,425	$64,339	$74,500	$81,467	$93,938	30
310.10 Assc Dir Comp Ctr	$68,578	$65,450	$67,000	$70,903	$75,336	12
312.00 Chf Phys Plnt/Fac	$91,000	$79,897	$87,737	$94,500	$106,704	41
312.10 Assc Dir Phys Plnt	$74,608	$61,800	$67,400	$77,316	$84,268	33

*3 cases or less

TABLE 16
SALARY PERCENTILES
DOCTORAL INSTITUTIONS WITH BUDGETS OF $414.3 MILLION OR MORE

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.20 Mgr Landscape/Grnds	$47,579	$37,925	$45,100	$49,371	$58,299	39
312.30 Mgr Bldg Mnt Trades	$53,000	$45,693	$49,773	$55,340	$62,842	26
312.40 Mgr Tech Trades	$50,938	$40,404	$46,893	$52,878	$62,850	20
312.50 Mgr Custodial Srv	$48,990	$37,508	$46,500	$51,023	$60,281	35
312.60 Mgr Power Plant	$56,771	$42,000	$52,500	$60,000	$64,000	32
313.00 Comptroller	$88,300	$81,024	$85,100	$90,000	$104,000	32
313.10 Manager Payroll	$53,330	$42,603	$51,550	$57,358	$63,924	42
314.00 Dir Accounting	$59,[illegible]50	$52,291	$57,450	$61,307	$71,450	35
314.10 Staff Accountant-Hi	$37,8[illegible]0	$29,494	$35,100	$40,767	$47,100	37
314.20 Staff Accountant-Lo	$27,000	$23,630	$26,548	$28,556	$31,189	35
315.00 Bursar	$60,076	$50,000	$58,525	$62,000	$70,100	26
315.10 Assc Bursar	$46,901	$39,530	$43,376	$48,901	$55,403	11
316.00 Dir Purchasing	$67,120	$57,000	$64,199	$69,001	$75,757	39
316.10 Assc Dir Purchasing	$51,311	$44,990	$50,220	$51,817	$58,099	28
317.00 Dir Bookstore	$53,438	$47,414	$51,673	$56,450	$61,075	25
317.10 Assc Dir Bookstore	$38,110	$32,000	$34,000	$47,200	$51,087	12
318.00 Dir Internal Audit	$72,941	$60,251	$66,500	$78,000	$86,000	40
319.00 Dir Aux Services	$75,241	$61,560	$65,870	$79,000	$91,000	25
319.10 Mgr Mail Services	$31,654	$27,704	$30,320	$34,944	$49,300	34
320.00 Dir Campus Security	$66,336	$56,651	$63,600	$69,000	$81,400	39
321.00 Dir Risk Mgt/Ins	$63,000	$52,525	$60,400	$63,800	$69,006	32
322.00 Admin Hosp Med Ctr	$163,404	$114,286	$149,448	$168,000	$238,000	18
322.10 Dir Med Ctr Pub Rel	$56,152	$51,403	$55,518	$60,204	$92,528	17
322.20 Dir Med Ctr Pers	$81,618	$60,420	$77,050	$90,000	$95,004	18
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$115,150	$95,700	$108,650	$121,650	$143,700	32
401.10 Dir Annual Giving	$56,600	$40,000	$55,500	$60,610	$70,000	29
401.20 Dir Corp/Fndtn Rel	$63,028	$57,700	$61,700	$67,000	$78,900	28
401.30 Coord Res Dev	$50,000	$40,728	$43,500	$52,618	$61,992	11
401.40 Dir Estate Pln	$84,250	$61,044	$76,661	$89,000	$92,976	15
402.00 Chf Public Rel Off	$92,875	$74,931	$88,165	$100,800	$110,729	30
402.10 Dir Gov/Leg Rel	$82,198	$72,000	$80,751	$87,000	$101,340	26
403.00 Chf Dev/Pub Rel Off	$117,600	$71,100	$108,200	$118,335	$150,000	9
404.00 Dir Alumni Affairs	$73,370	$55,856	$68,350	$80,124	$92,250	30
405.00 Dir Dev/Alumni Aff	$83,500	$45,298	$65,848	$91,250	$125,322	5
406.00 Dir Spec/Defer Gifts	$72,074	$58,000	$60,500	$76,336	$85,200	11
407.00 Dir Church Relations	*	*	*	*	*	3
408.00 Dir Community Serv	$66,276	$50,000	$62,424	$66,746	$73,800	9
409.00 Dir Publications	$55,200	$46,385	$51,726	$57,000	$63,866	32
409.10 Assc Dir Publicatns	$42,598	$37,645	$38,792	$47,100	$56,450	10
409.20 Mgr Printing Srv	$50,820	$40,000	$48,400	$54,371	$62,503	32
410.00 Dir Info Office	$60,190	$44,706	$53,800	$72,186	$83,450	20
411.00 Dir News Bureau	$49,000	$42,000	$48,000	$54,999	$72,000	19
STUDENT SERVICES						
501.00 Chf Student Aff Off	$100,300	$90,500	$96,485	$103,914	$118,250	35
501.50 Dean of Students	$71,125	$61,236	$69,750	$74,350	$89,604	20
502.00 Chief Admissions Off	$75,700	$63,400	$71,212	$81,342	$92,000	37
502.10 Assc Dir Admissions	$45,174	$38,359	$44,179	$49,625	$55,121	40
502.20 Admissions Counselor	$26,442	$24,000	$25,643	$29,900	$39,000	31
502.30 Academic Advisor	$27,538	$25,582	$26,600	$28,971	$35,500	21
503.00 Dir Adm & Registrar	$85,617	$68,508	$82,104	$89,129	$94,000	4
504.00 Registrar	$67,166	$60,000	$63,873	$70,000	$78,166	39
504.10 Assc Registrar	$49,842	$41,738	$46,699	$50,565	$58,925	35
504.20 Asst Registrar	$37,245	$32,270	$35,136	$39,298	$43,950	30
505.00 Dir Adm/Fin Aid	*	*	*	*	*	3
506.00 Dir Student Fin Aid	$66,935	$54,575	$63,420	$71,220	$77,000	44
506.10 Assc Dir Std Fin Aid	$44,867	$36,735	$42,415	$46,920	$55,452	36
507.00 Dir Food Services	$62,050	$51,533	$55,875	$65,004	$71,297	24
507.10 Assc Dir Food Serv	$52,045	$40,827	$50,000	$59,508	$67,100	17
508.00 Dir Residence Halls	$68,000	$52,500	$65,000	$74,400	$83,800	29
508.10 Assc Dir Std Housing	$45,860	$41,547	$45,800	$50,150	$61,000	23
508.20 Housing Off/Adm Opr	$48,100	$38,578	$43,550	$49,344	$56,328	21
508.30 Housing Off/Res Life	$43,772	$30,975	$42,000	$47,000	$58,380	18
509.00 Dir Union/Std Act	$55,000	$45,016	$49,272	$58,300	$67,500	14
510.00 Dir Foreign Students	$45,480	$38,724	$42,120	$51,584	$55,784	27
511.00 Dir Student Union	$63,265	$51,600	$55,152	$67,251	$72,200	24
511.10 Assc Dir Std Union	$43,000	$31,900	$39,950	$48,871	$60,600	18
512.00 Dir Std Activities	$47,346	$44,000	$46,078	$57,183	$64,056	17
513.00 Dir Career Dev-Plcmt	$56,462	$46,700	$54,000	$62,000	$68,400	44
514.00 Dir Std Counseling	$62,125	$51,000	$57,012	$64,140	$73,000	33
514.10 Assc Dir Std Cnslg	$49,100	$41,400	$44,529	$50,209	$52,255	21
515.00 Dir Std Hlth-Physicn	$106,091	$85,911	$98,100	$110,500	$127,531	33
516.00 Dir Std Hlth-Nurse	$50,820	$42,540	$46,600	$53,116	$65,160	19
517.00 Dir Campus Ministries	$66,700	$36,627	$57,000	$75,000	$87,610	9
518.00 Dir Athletics	$108,032	$83,200	$104,825	$115,000	$122,997	35
519.00 Dir Sports Info	$40,562	$33,427	$38,603	$43,740	$50,130	32
520.00 Dir Athletics/Men	$70,387	$52,000	$64,824	$75,950	$105,000	8
521.00 Dir Athletics/Women	$58,000	$53,000	$57,048	$61,000	$65,460	19
522.00 Dir Campus Rec	$52,853	$43,300	$50,500	$55,200	$67,000	32
523.00 Chief Enrollment Mgmt	*	*	*	*	*	3
524.00 Dir Minority Affairs	$60,097	$41,849	$56,700	$68,000	$81,400	14
525.00 Dir Conferences	$55,700	$43,000	$52,812	$56,650	$64,562	17

*3 cases or less

TABLE 17
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $27 MILLION OR LESS

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$81,750	$60,000	$70,000	$93,500	$117,520	4
102.00 Ceo / Single Inst	$93,710	$84,318	$90,500	$95,720	$108,000	69
102.10 Asst to Ceo/Single	$44,000	$30,402	$37,243	$50,433	$59,697	25
103.00 Exec Vice Pres	$74,500	$65,000	$72,900	$75,000	$80,000	16
ACADEMIC						
201.00 Chief Acad Off	$73,290	$58,000	$68,500	$76,000	$84,357	62
202.00 Chf Hlth Prof Off	*	*	*	*	*	2
203.00 Dir Library Serv	$43,500	$34,104	$39,858	$46,508	$55,882	69
203.10 Circulatn Librarian	$25,760	$22,249	$24,535	$29,500	$32,520	27
203.20 Acquistns Librarian	$27,650	$22,249	$26,542	$28,684	$33,200	27
203.30 Tech Serv Librarian	$30,600	$24,675	$28,208	$33,824	$37,268	46
203.40 Public Serv Librarian	$31,870	$25,400	$29,979	$33,778	$37,470	28
203.50 Reference Librarian	$28,420	$23,026	$26,488	$29,949	$33,580	46
204.00 Dir Instit Research	$44,660	$37,068	$43,438	$50,069	$59,000	21
204.10 Assc Dir Inst Res	*	*	*	*	*	3
205.00 Dir Educ Media Serv	$31,350	$24,201	$29,557	$34,650	$42,587	23
206.00 Dir Learning Res Ctr	$31,456	$23,690	$31,175	$33,100	$43,975	14
207.00 Dir Internatl Std Ed	$48,000	$27,964	$36,612	$52,200	$69,070	11
208.00 Dir Comp Ctr Opr/Acad	$41,464	$28,500	$37,500	$48,800	$57,350	24
208.10 Assc Dir CC Opr/Acad	$30,476	$27,000	$29,358	$31,593	$36,000	6
209.00 Admn Grants-Contract	$41,256	$30,000	$40,500	$45,000	$54,000	18
211.00 Dean,Agriculture	*	*	*	*	*	1
212.00 Dean,Arts & Letters	$59,442	$48,865	$58,500	$60,384	$60,774	6
213.00 Dean,Arts & Sciences	$64,075	$59,160	$61,800	$66,325	$71,085	26
214.00 Dean,Business	$67,000	$49,248	$60,375	$69,999	$73,925	37
215.00 Dean,Communications	$25,545	$19,098	$22,000	$29,090	$52,821	4
216.00 Dean,Continuing Ed	$53,871	$36,640	$50,000	$54,178	$65,017	26
218.00 Dean,Education	$61,522	$41,513	$58,514	$65,000	$67,413	30
219.00 Dean,Engineering	$50,435	$32,072	$49,349	$51,520	$66,396	6
221.00 Dean,Extension	*	*	*	*	*	2
222.00 Dean,Fine Arts	$51,209	$45,232	$48,434	$55,450	$62,850	11
223.00 Dean,Graduate Program	$55,000	$37,815	$47,325	$57,000	$63,300	31
224.00 Dean,Hlth-Rltd Prof	$62,431	$52,183	$60,325	$64,537	$71,400	4
226.00 Dean,Humanities	$45,281	$30,341	$38,425	$49,925	$65,000	12
227.00 Dean,Instruction	*	*	*	*	*	1
228.00 Dean,Law	*	*	*	*	*	1
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	2
230.00 Dean,Mathematics	$53,521	$32,664	$48,865	$58,176	$59,875	6
231.00 Dean,Medicine	*	*	*	*	*	1
232.00 Dean,Music	$40,754	$25,000	$28,908	$52,600	$56,978	4
233.00 Dean,Nursing	$56,400	$43,250	$53,592	$59,389	$64,263	15
234.00 Dean,Occ Std/Voc Ed	$60,263	$52,700	$57,525	$63,001	$77,000	4
235.00 Dean,Pharmacy	*	*	*	*	*	2
237.00 Dean,Sciences	$54,641	$28,842	$43,307	$61,800	$69,810	14
238.00 Dean,Social Sciences	$48,685	$25,200	$34,108	$50,000	$56,000	9
239.00 Dean,Social Work	*	*	*	*	*	3
240.00 Dean,Special Programs	$45,300	$25,850	$37,000	$45,377	$56,720	5
241.00 Dean,Undergrad Prog	$46,877	$37,290	$46,854	$46,900	$59,000	8
ADMINISTRATIVE						
301.00 Chief Business Off	$65,433	$50,515	$63,368	$68,358	$76,981	60
301.01 Chief Admin Off	$59,300	$39,475	$42,000	$64,000	$90,000	9
301.02 Chief Financial Off	$53,225	$41,507	$49,500	$57,041	$67,416	12
301.10 Dir Env Health-Safety	$38,460	$30,439	$35,109	$38,730	$40,316	5
301.20 Dir Telecommunic	$41,520	$30,000	$36,500	$41,888	$50,000	13
302.00 Chief Planning Off	$57,413	$50,299	$56,000	$58,826	$60,000	6
303.00 Chief Budgeting Off	$49,325	$33,255	$45,847	$50,423	$57,660	15
303.10 Assc Budget Dir	$32,600	$23,169	$30,774	$33,387	$49,490	10
304.00 Chief Plan-Budgt Off	*	*	*	*	*	1
305.00 General Counsel	*	*	*	*	*	3
305.10 Staff Attorneys	*	*	*	*	*	2
306.00 Chf Personnel/HR Off	$39,659	$35,000	$38,000	$40,656	$49,258	36
306.10 Assc Dir Pers/HR	$38,381	$30,000	$38,178	$40,940	$45,399	9
306.20 Manager Benefits	$21,290	$20,035	$21,244	$21,336	$27,864	8
306.30 Manager Training-Dev	*	*	*	*	*	2
306.40 Manager Empl Relatns	*	*	*	*	*	3
306.60 Manager Employment	*	*	*	*	*	2
306.70 Mgr Wage-Sal/Mgr,Comp	*	*	*	*	*	1
307.00 Dir AA/EEO	$51,381	$30,804	$43,350	$59,412	$59,429	6
308.00 Dir Pers-AA	$34,644	$30,160	$33,000	$37,922	$54,091	16
309.00 Chief Inform Sys Off	$47,502	$39,417	$46,000	$50,000	$55,000	32
309.10 Assc Dir Computer Ctr	$34,234	$30,000	$30,319	$36,742	$40,092	11
309.20 Data Base Admin	$29,675	$28,000	$29,600	$32,304	$41,507	9
309.30 Sys Analyst I-Hi	$35,765	$24,000	$35,446	$36,703	$39,561	11
309.40 Sys Analyst II-Lo	$26,780	$22,400	$26,500	$27,000	$31,824	11
309.50 Prog Analyst I-Hi	$28,963	$25,106	$28,200	$30,109	$35,530	26
309.60 Prog Analyst II-Lo	$26,967	$23,129	$25,512	$28,000	$31,988	22
310.00 Dir Comp Ctr Opr/Ad	$43,803	$34,000	$41,000	$44,900	$51,418	37
310.10 Assc Dir Comp Ctr	$35,050	$31,593	$33,600	$36,500	$39,900	6
312.00 Chf Phys Plnt/Fac	$44,817	$38,000	$43,500	$47,500	$52,765	61
312.10 Assc Dir Phys Plnt	$32,588	$29,000	$32,000	$33,442	$40,000	18
312.20 Mgr Landscape/Grnds	$27,528	$23,313	$25,551	$28,500	$32,202	29
312.30 Mgr Bldg Mnt Trades	$29,190	$22,130	$27,751	$31,451	$34,410	19
312.40 Mgr Tech Trades	$29,801	$23,039	$27,972	$31,356	$35,439	10
312.50 Mgr Custodial Srv	$25,551	$20,358	$23,568	$26,213	$28,500	27
312.60 Mgr Power Plant	$34,248	$28,332	$28,968	$36,478	$39,070	7
313.00 Comptroller	$44,252	$35,275	$42,000	$48,000	$53,040	43
313.10 Manager Payroll	$23,847	$19,500	$22,040	$24,574	$27,672	28
314.00 Dir Accounting	$33,100	$27,000	$31,415	$34,653	$42,475	23

*3 cases or less

TABLE 17
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $27 MILLION OR LESS

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
314.10 Staff Accountant-Hi	$29,025	$21,751	$27,602	$30,000	$36,539	28
314.20 Staff Accountant-Lo	$22,000	$18,553	$20,700	$25,488	$28,000	19
315.00 Bursar	$37,070	$25,870	$34,099	$38,487	$41,763	15
315.10 Assc Bursar	*	*	*	*	*	2
316.00 Dir Purchasing	$32,650	$27,400	$29,413	$33,730	$41,846	36
316.10 Assc Dir Purchasing	$37,329	$20,340	$28,840	$45,817	$47,002	4
317.00 Dir Bookstore	$27,981	$24,592	$27,350	$29,112	$32,720	35
317.10 Assc Dir Bookstore	*	*	*	*	*	2
318.00 Dir Internal Audit	$36,000	$22,490	$33,890	$38,600	$45,020	5
319.00 Dir Aux Services	$49,034	$41,446	$46,510	$50,993	$63,615	11
319.10 Mgr Mail Services	$20,134	$17,450	$19,900	$22,125	$25,458	24
320.00 Dir Campus Security	$30,300	$23,120	$27,140	$33,000	$37,215	44
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$57,533	$46,065	$51,571	$65,000	$76,000	51
401.10 Dir Annual Giving	$31,695	$25,000	$29,467	$34,393	$36,985	26
401.20 Dir Corp/Fndtn Rel	$40,000	$32,200	$38,150	$40,255	$43,554	15
401.30 Coord Res Dev	$30,793	$25,500	$29,702	$31,883	$36,750	8
401.40 Dir Estate Pln	$37,400	$32,000	$35,000	$40,550	$44,900	9
402.00 Chf Public Rel Off	$38,743	$33,000	$35,000	$42,000	$51,776	38
403.00 Chf Dev/Pub Rel Off	$60,000	$50,860	$59,664	$65,300	$73,284	11
404.00 Dir Alumni Affairs	$30,867	$24,265	$29,146	$31,639	$38,938	47
405.00 Dir Dev/Alumni Aff	$42,280	$27,957	$41,004	$46,450	$50,100	13
406.00 Dir Spec/Defer Gifts	$36,600	$26,125	$34,500	$38,700	$40,000	8
407.00 Dir Church Relations	*	*	*	*	*	3
408.00 Dir Community Serv	*	*	*	*	*	2
409.00 Dir Publications	$33,650	$26,073	$29,000	$34,721	$37,796	18
409.10 Assc Dir Publicatns	$22,207	$20,000	$22,048	$22,489	$29,918	9
409.20 Mgr Printing Srv	$23,310	$19,979	$22,226	$27,618	$30,672	22
410.00 Dir Info Office	$32,790	$27,500	$30,000	$34,993	$37,535	21
411.00 Dir News Bureau	$29,442	$21,475	$28,198	$30,375	$33,861	10
STUDENT SERVICES						
501.00 Chf Student Aff Off	$55,845	$42,600	$53,000	$57,375	$64,260	58
501.50 Dean of Students	$41,802	$33,668	$37,440	$43,509	$48,668	26
502.00 Chief Admissions Off	$39,405	$32,483	$37,828	$41,462	$50,356	55
502.10 Assc Dir Admissions	$27,838	$24,000	$26,298	$29,309	$31,500	42
502.20 Admissions Counselor	$20,478	$18,120	$20,045	$21,095	$24,000	48
502.30 Academic Advisor	$28,537	$21,640	$26,200	$32,580	$36,125	20
503.00 Dir Adm & Registrar	$51,373	$45,000	$49,675	$53,071	$57,905	8
504.00 Registrar	$38,004	$30,405	$36,050	$41,155	$45,540	63
504.10 Assc Registrar	$25,743	$19,000	$24,000	$26,997	$29,349	18
504.20 Asst Registrar	$25,625	$20,348	$23,431	$26,450	$28,725	22
505.00 Dir Adm/Fin Aid	$42,200	$40,000	$42,000	$42,400	$67,275	4
506.00 Dir Student Fin Aid	$36,764	$29,300	$33,000	$37,674	$41,650	71
506.10 Assc Dir Std Fin Aid	$26,121	$22,864	$24,960	$27,040	$29,827	31
507.00 Dir Food Services	$33,497	$29,500	$29,840	$39,179	$40,500	12
507.10 Assc Dir Food Serv	*	*	*	*	*	3
508.00 Dir Residence Halls	$29,250	$23,823	$28,080	$31,200	$36,725	36
508.10 Assc Dir Std Housing	$29,252	$25,000	$26,288	$31,879	$36,064	10
508.20 Housing Off/Adm Opr	*	*	*	*	*	3
508.30 Housing Off/Res Life	$20,440	$16,408	$18,900	$24,252	$29,933	18
509.00 Dir Union/Std Act	$30,041	$26,121	$28,650	$30,067	$43,834	11
510.00 Dir Foreign Students	$26,400	$22,000	$22,152	$28,690	$31,000	11
511.00 Dir Student Union	$32,534	$19,500	$31,530	$33,747	$41,993	12
511.10 Assc Dir Std Union	$26,440	$21,264	$22,580	$30,300	$36,603	4
512.00 Dir Std Activities	$26,500	$21,795	$25,510	$28,508	$35,453	30
513.00 Dir Career Dev-Plcmt	$32,202	$26,905	$30,481	$34,228	$42,438	50
514.00 Dir Std Counseling	$35,613	$27,000	$30,000	$37,537	$41,000	46
514.10 Assc Dir Std Cnslg	$26,241	$25,000	$26,121	$26,361	$30,900	8
515.00 Dir Std Hlth-Physicn	$73,679	$32,574	$70,008	$77,350	$82,536	5
516.00 Dir Std Hlth-Nurse	$26,908	$22,437	$24,918	$28,000	$32,650	33
517.00 Dir Campus Ministries	$27,828	$22,500	$27,000	$29,400	$31,600	23
518.00 Dir Athletics	$44,271	$31,100	$39,816	$47,375	$55,175	50
519.00 Dir Sports Info	$23,900	$20,560	$23,000	$24,333	$27,189	22
520.00 Dir Athletics/Men	$32,688	$21,643	$26,000	$39,375	$57,104	4
521.00 Dir Athletics/Women	$33,000	$21,509	$27,322	$33,982	$40,752	5
522.00 Dir Campus Rec	$22,760	$21,000	$22,163	$26,000	$29,417	16
523.00 Chief Enrollment Mgmt	$61,723	$46,150	$59,675	$68,250	$74,000	14
524.00 Dir Minority Affairs	$29,500	$24,832	$26,121	$31,815	$39,794	11
525.00 Dir Conferences	$26,642	$22,500	$25,440	$29,145	$39,009	16

*3 cases or less

TABLE 18
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $27 - $44.7 MILLION

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$112,175	$97,344	$106,196	$118,153	$146,016	4
101.10 Asst to Ceo/System	*	*	*	*	*	1
102.00 Ceo / Single Inst	$101,910	$95,000	$99,113	$105,800	$120,000	72
102.10 Asst to Ceo/Single	$53,025	$38,635	$49,000	$58,773	$64,480	42
103.00 Exec Vice Pres	$82,105	$65,388	$72,400	$87,508	$97,014	10
ACADEMIC						
201.00 Chief Acad Off	$83,000	$75,000	$78,750	$85,000	$91,520	72
202.00 Chf Hlth Prof Off	*	*	*	*	*	2
203.00 Dir Library Serv	$56,011	$46,826	$53,228	$58,654	$61,680	70
203.10 Circulatn Librarian	$29,700	$26,641	$28,900	$31,277	$35,526	43
203.20 Acquistns Librarian	$30,459	$26,323	$29,540	$31,688	$42,026	40
203.30 Tech Serv Librarian	$33,000	$27,500	$30,738	$36,199	$43,902	49
203.40 Public Serv Librarian	$34,075	$27,327	$30,937	$36,721	$44,282	32
203.50 Reference Librarian	$30,700	$27,000	$29,296	$32,462	$36,276	57
204.00 Dir Instit Research	$44,783	$38,880	$41,816	$48,423	$57,200	37
204.10 Assc Dir Inst Res	*	*	*	*	*	3
205.00 Dir Educ Media Serv	$33,259	$27,081	$30,000	$34,808	$43,466	41
206.00 Dir Learning Res Ctr	$35,384	$27,000	$32,000	$36,070	$39,758	23
207.00 Dir Internatl Std Ed	$40,585	$32,138	$36,777	$42,000	$56,201	12
208.00 Dir Comp Ctr Opr/Acad	$48,456	$36,225	$45,459	$49,410	$54,865	28
208.10 Assc Dir CC Opr/Acad	$42,171	$32,000	$40,145	$46,350	$50,344	9
209.00 Admn Grants-Contract	$38,455	$27,925	$33,406	$40,121	$53,260	30
210.00 Dean,Architecture	*	*	*	*	*	1
211.00 Dean,Agriculture	$71,826	$58,762	$67,760	$71,873	$84,983	5
212.00 Dean,Arts & Letters	$62,393	$61,500	$62,241	$62,544	$65,673	6
213.00 Dean,Arts & Sciences	$72,075	$64,800	$70,329	$72,795	$75,712	44
214.00 Dean,Business	$76,400	$66,200	$73,438	$81,000	$89,040	57
215.00 Dean,Communications	*	*	*	*	*	3
216.00 Dean,Continuing Ed	$62,222	$56,722	$59,818	$66,500	$69,650	33
218.00 Dean,Education	$65,440	$60,000	$63,780	$68,859	$75,000	43
219.00 Dean,Engineering	$73,200	$64,592	$68,500	$74,745	$82,350	16
221.00 Dean,Extension	*	*	*	*	*	1
222.00 Dean,Fine Arts	$68,163	$53,560	$60,100	$68,856	$72,700	12
223.00 Dean,Graduate Program	$63,933	$57,500	$62,000	$64,800	$70,000	41
224.00 Dean,Hlth-Rltd Prof	$68,866	$65,000	$68,422	$74,136	$82,100	9
225.00 Dean,Home Economics	*	*	*	*	*	2
226.00 Dean,Humanities	$56,806	$50,866	$54,387	$57,056	$63,020	10
228.00 Dean,Law	$109,954	$74,452	$103,300	$116,608	$141,752	4
229.00 Dean,Lib & Inf Sci	$63,913	$59,000	$62,400	$64,900	$66,990	7
230.00 Dean,Mathematics	*	*	*	*	*	3
232.00 Dean,Music	*	*	*	*	*	2
233.00 Dean,Nursing	$68,327	$54,891	$67,670	$70,600	$77,800	17
234.00 Dean,Occ Std/Voc Ed	$75,500	$59,142	$61,956	$77,338	$79,658	7
237.00 Dean,Sciences	$63,642	$58,000	$61,686	$68,800	$81,458	14
238.00 Dean,Social Sciences	$56,398	$50,350	$56,184	$56,611	$62,544	4
239.00 Dean,Social Work	*	*	*	*	*	2
240.00 Dean,Special Programs	*	*	*	*	*	1
241.00 Dean,Undergrad Prog	$59,266	$56,000	$58,531	$60,000	$73,368	8
ADMINISTRATIVE						
301.00 Chief Business Off	$77,364	$69,468	$75,000	$80,000	$91,900	64
301.01 Chief Admin Off	$75,000	$63,670	$66,000	$78,536	$83,472	17
301.02 Chief Financial Off	$61,636	$52,500	$59,000	$62,000	$72,159	23
301.10 Dir Env Health-Safety	$39,035	$33,626	$33,800	$42,511	$48,334	7
301.20 Dir Telecommunic	$38,484	$32,658	$36,895	$41,111	$49,132	24
302.00 Chief Planning Off	$53,975	$43,700	$52,535	$61,554	$61,850	9
303.00 Chief Budgeting Off	$51,745	$36,479	$50,000	$52,868	$59,100	24
303.10 Assc Budget Dir	$36,066	$24,850	$33,500	$42,060	$45,450	14
304.00 Chief Plan-Budgt Off	$49,598	$38,571	$45,000	$54,195	$57,500	4
305.00 General Counsel	$56,000	$55,005	$55,770	$59,500	$61,779	8
306.00 Chf Personnel/HR Off	$50,099	$41,236	$47,458	$52,008	$58,936	59
306.10 Assc Dir Pers/HR	$33,575	$27,800	$32,400	$35,000	$38,343	23
306.20 Manager Benefits	$28,588	$24,900	$28,000	$30,000	$32,232	28
306.30 Manager Training-Dev	$29,000	$25,786	$27,791	$29,650	$31,113	5
306.50 Manager Labor Rel	*	*	*	*	*	2
306.60 Manager Employment	$32,346	$29,468	$30,860	$33,303	$35,517	14
306.70 Mgr Wage-Sal/Mgr,Comp	$29,099	$26,400	$28,000	$30,197	$32,772	8
306.80 Mgr Personnel Inf Sys	$36,696	$27,497	$35,652	$37,272	$39,000	7
307.00 Dir AA/EEO	$46,000	$35,848	$39,935	$49,927	$56,593	29
307.10 Assc Dir AA/EEO	*	*	*	*	*	3
308.00 Dir Pers-AA	$46,200	$41,200	$44,500	$46,571	$48,500	11
309.00 Chief Inform Sys Off	$58,759	$51,318	$56,019	$61,691	$65,201	47
309.10 Assc Dir Computer Ctr	$45,589	$41,892	$43,344	$48,540	$54,300	16
309.20 Data Base Admin	$36,385	$31,554	$35,534	$38,912	$40,910	12
309.30 Sys Analyst I-Hi	$35,280	$30,036	$33,617	$37,785	$44,140	35
309.40 Sys Analyst II-Lo	$29,246	$25,474	$28,700	$30,302	$33,785	26
309.50 Prog Analyst I-Hi	$31,765	$27,193	$29,825	$33,530	$36,816	52
309.60 Prog Analyst II-Lo	$24,832	$21,632	$22,952	$26,700	$29,107	31
310.00 Dir Comp Ctr Opr/Ad	$48,917	$35,115	$44,947	$50,672	$55,500	37
310.10 Assc Dir Comp Ctr	$39,614	$38,004	$38,247	$40,980	$46,685	6
312.00 Chf Phys Plnt/Fac	$52,888	$47,952	$51,711	$54,509	$61,272	70
312.10 Assc Dir Phys Plnt	$39,329	$35,568	$38,641	$39,900	$43,300	34
312.20 Mgr Landscape/Grnds	$29,007	$24,085	$27,632	$30,137	$32,550	45
312.30 Mgr Bldg Mnt Trades	$31,451	$28,003	$30,480	$32,926	$37,500	33
312.40 Mgr Tech Trades	$34,310	$31,366	$33,310	$35,898	$39,749	17
312.50 Mgr Custodial Srv	$28,407	$24,739	$26,958	$30,661	$33,968	50
312.60 Mgr Power Plant	$35,274	$28,850	$31,664	$37,787	$46,368	21
313.00 Comptroller	$53,306	$47,180	$51,720	$56,423	$64,509	45
313.10 Manager Payroll	$27,873	$23,374	$26,352	$29,076	$32,242	37

*3 cases or less

TABLE 18
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $27 - $44.7 MILLION

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
314.00 Dir Accounting	$39,653	$33,846	$37,128	$42,446	$45,706	34
314.10 Staff Accountant-Hi	$30,298	$27,501	$29,472	$32,724	$38,066	46
314.20 Staff Accountant-Lo	$24,205	$21,381	$22,722	$25,625	$28,968	33
315.00 Bursar	$35,368	$29,650	$34,920	$36,000	$38,750	39
315.10 Assc Bursar	$27,691	$23,675	$26,938	$28,470	$29,600	12
316.00 Dir Purchasing	$36,828	$29,730	$35,561	$38,600	$43,634	54
316.10 Assc Dir Purchasing	$28,364	$26,500	$27,768	$28,888	$33,898	15
317.00 Dir Bookstore	$34,920	$27,000	$34,200	$36,000	$39,108	36
317.10 Assc Dir Bookstore	$21,763	$19,820	$21,000	$22,000	$29,607	13
318.00 Dir Internal Audit	$37,115	$32,336	$35,788	$38,758	$41,840	18
319.00 Dir Aux Services	$48,276	$36,470	$46,715	$50,000	$53,174	27
319.10 Mgr Mail Services	$23,746	$18,800	$20,509	$24,519	$27,000	34
320.00 Dir Campus Security	$37,777	$30,300	$35,000	$39,312	$45,085	66
321.00 Dir Risk Mgt/Ins	$41,201	$36,684	$40,182	$42,650	$44,529	7
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$69,370	$60,000	$66,000	$72,100	$83,300	55
401.10 Dir Annual Giving	$34,315	$30,000	$32,310	$37,040	$39,500	32
401.20 Dir Corp/Fndtn Rel	$38,633	$32,058	$37,500	$40,000	$48,052	23
401.30 Coord Res Dev	$30,690	$25,042	$27,927	$33,184	$36,707	20
401.40 Dir Estate Pln	$45,000	$37,310	$41,400	$48,360	$65,000	9
402.00 Chf Public Rel Off	$45,000	$38,319	$43,127	$48,055	$58,327	40
402.10 Dir Gov/Leg Rel	$49,057	$39,630	$44,308	$53,931	$63,320	10
403.00 Chf Dev/Pub Rel Off	$71,402	$60,000	$64,200	$72,000	$75,708	16
404.00 Dir Alumni Affairs	$37,278	$30,728	$35,244	$38,200	$44,860	60
405.00 Dir Dev/Alumni Aff	$41,145	$34,650	$39,434	$42,800	$49,400	9
406.00 Dir Spec/Defer Gifts	$46,110	$37,500	$41,820	$50,400	$57,802	8
407.00 Dir Church Relations	*	*	*	*	*	3
408.00 Dir Community Serv	$26,376	$25,605	$26,081	$26,670	$27,848	6
409.00 Dir Publications	$31,773	$28,050	$30,000	$35,004	$41,409	29
409.10 Assc Dir Publicatns	$28,535	$25,314	$28,325	$28,745	$37,289	8
409.20 Mgr Printing Srv	$30,114	$25,150	$28,997	$32,030	$34,371	37
410.00 Dir Info Office	$39,004	$31,500	$36,512	$41,142	$44,000	22
411.00 Dir News Bureau	$29,547	$24,340	$27,913	$31,411	$36,000	19
STUDENT SERVICES						
501.00 Chf Student Aff Off	$67,305	$61,343	$65,340	$70,000	$77,000	63
501.50 Dean of Students	$50,000	$40,250	$49,233	$52,000	$57,500	29
502.00 Chief Admissions Off	$50,000	$42,386	$47,056	$52,750	$60,818	58
502.10 Assc Dir Admissions	$32,000	$26,333	$30,353	$33,740	$36,700	55
502.20 Admissions Counselor	$22,880	$20,000	$21,416	$24,306	$26,638	60
502.30 Academic Advisor	$27,040	$22,920	$26,093	$28,500	$33,990	29
503.00 Dir Adm & Registrar	$48,460	$45,800	$48,000	$53,117	$83,892	7
504.00 Registrar	$47,473	$40,000	$45,100	$48,998	$53,265	66
504.10 Assc Registrar	$32,750	$27,167	$30,690	$35,000	$38,170	29
504.20 Asst Registrar	$26,877	$23,740	$25,235	$28,839	$31,400	32
505.00 Dir Adm/Fin Aid	*	*	*	*	*	1
506.00 Dir Student Fin Aid	$42,950	$36,462	$40,830	$44,220	$49,433	73
506.10 Assc Dir Std Fin Aid	$28,385	$26,082	$27,270	$30,450	$35,000	57
507.00 Dir Food Services	$37,622	$33,900	$37,356	$38,652	$46,320	11
507.10 Assc Dir Food Serv	$29,507	$19,780	$26,120	$32,893	$33,280	4
508.00 Dir Residence Halls	$36,800	$31,386	$33,465	$39,000	$46,600	57
508.10 Assc Dir Std Housing	$29,506	$24,000	$25,998	$32,730	$35,808	22
508.20 Housing Off/Adm Opr	$29,982	$26,846	$29,135	$30,518	$40,316	10
508.30 Housing Off/Res Life	$23,797	$22,202	$23,400	$24,606	$28,750	25
509.00 Dir Union/Std Act	$35,000	$27,713	$33,275	$39,430	$41,666	9
510.00 Dir Foreign Students	$35,940	$28,900	$32,939	$38,313	$42,350	27
511.00 Dir Student Union	$39,975	$34,150	$38,069	$42,921	$49,573	20
511.10 Assc Dir Std Union	$30,092	$22,880	$24,276	$31,363	$36,369	12
512.00 Dir Std Activities	$31,650	$26,078	$29,115	$33,800	$40,137	52
513.00 Dir Career Dev-Plcmt	$38,210	$31,000	$35,450	$40,000	$46,075	63
514.00 Dir Std Counseling	$42,918	$33,609	$38,919	$45,252	$50,400	52
514.10 Assc Dir Std Cnslg	$32,963	$28,497	$32,235	$33,100	$43,959	18
515.00 Dir Std Hlth-Physicn	$63,781	$37,000	$57,308	$75,408	$86,400	14
516.00 Dir Std Hlth-Nurse	$31,091	$26,009	$29,450	$33,639	$40,500	48
517.00 Dir Campus Ministries	$32,998	$25,668	$31,007	$34,935	$38,496	20
518.00 Dir Athletics	$52,210	$45,190	$50,557	$56,820	$63,519	65
519.00 Dir Sports Info	$27,238	$23,690	$26,419	$27,913	$31,740	52
520.00 Dir Athletics/Men	*	*	*	*	*	3
521.00 Dir Athletics/Women	$37,900	$32,300	$32,700	$42,000	$46,175	7
522.00 Dir Campus Rec	$31,805	$24,200	$29,850	$33,326	$38,452	34
523.00 Chief Enrollment Mgmt	$60,276	$54,000	$58,000	$65,264	$73,847	12
524.00 Dir Minority Affairs	$33,390	$28,673	$31,000	$36,027	$49,992	23
525.00 Dir Conferences	$30,640	$26,846	$30,000	$33,692	$43,366	20

*3 cases or less

TABLE 19
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $44.7 - $70.4 MILLION

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$127,192	$125,000	$125,634	$128,750	$135,000	7
101.10 Asst to Ceo/System	*	*	*	*	*	1
102.00 Ceo / Single Inst	$105,853	$96,040	$101,350	$115,970	$130,000	67
102.10 Asst to Ceo/Single	$54,068	$40,438	$45,072	$56,633	$64,000	47
103.00 Exec Vice Pres	*	*	*	*	*	3
ACADEMIC						
201.00 Chief Acad Off	$90,000	$83,798	$88,500	$92,900	$101,000	75
202.00 Chf Hlth Prof Off	*	*	*	*	*	2
203.00 Dir Library Serv	$60,989	$53,128	$60,000	$63,454	$68,700	68
203.10 Circulatn Librarian	$28,158	$22,000	$27,169	$28,800	$33,730	37
203.20 Acquistns Librarian	$35,519	$29,000	$33,689	$40,739	$43,568	48
203.30 Tech Serv Librarian	$38,250	$32,775	$35,764	$39,860	$44,273	47
203.40 Public Serv Librarian	$37,897	$31,904	$36,000	$40,572	$43,808	36
203.50 Reference Librarian	$33,537	$27,300	$30,666	$37,419	$42,080	56
204.00 Dir Instit Research	$50,343	$40,079	$47,284	$53,580	$64,525	39
204.10 Assc Dir Inst Res	$36,301	$29,323	$35,364	$37,800	$45,112	18
205.00 Dir Educ Media Serv	$40,183	$30,500	$37,128	$48,300	$59,716	34
206.00 Dir Learning Res Ctr	$44,719	$34,082	$42,882	$47,717	$56,201	25
207.00 Dir Internatl Std Ed	$49,090	$38,200	$44,350	$51,240	$62,171	28
208.00 Dir Comp Ctr Opr/Acad	$52,000	$41,270	$49,796	$56,000	$62,000	31
208.10 Assc Dir CC Opr/Acad	$41,000	$32,865	$40,680	$45,000	$52,669	13
209.00 Admn Grants-Contract	$47,176	$33,732	$44,985	$50,180	$59,834	41
211.00 Dean,Agriculture	$65,700	$50,143	$60,250	$66,928	$75,578	5
212.00 Dean,Arts & Letters	$69,267	$66,605	$69,000	$71,482	$82,500	11
213.00 Dean,Arts & Sciences	$76,000	$69,500	$74,268	$80,000	$82,555	47
214.00 Dean,Business	$80,262	$72,764	$78,916	$82,500	$90,661	58
215.00 Dean,Communications	*	*	*	*	*	3
216.00 Dean,Continuing Ed	$62,500	$53,045	$58,592	$65,000	$73,000	29
218.00 Dean,Education	$72,516	$66,383	$69,000	$74,339	$78,870	52
219.00 Dean,Engineering	$81,718	$62,400	$76,078	$87,252	$97,300	10
221.00 Dean,Extension	$66,136	$44,390	$59,708	$67,368	$75,574	5
222.00 Dean,Fine Arts	$73,680	$67,005	$73,474	$78,471	$81,008	15
223.00 Dean,Graduate Program	$68,900	$60,480	$66,463	$71,200	$76,600	41
224.00 Dean,Hlth-Rltd Prof	$68,496	$65,193	$66,560	$69,696	$70,971	12
225.00 Dean,Home Economics	*	*	*	*	*	3
226.00 Dean,Humanities	$73,640	$56,600	$70,000	$74,873	$85,490	9
228.00 Dean,Law	$125,150	$122,268	$125,000	$125,300	$129,000	4
229.00 Dean,Lib & Inf Sci	$72,143	$68,252	$70,973	$75,822	$80,606	5
230.00 Dean,Mathematics	$66,155	$38,783	$59,590	$68,533	$75,465	5
231.00 Dean,Medicine	*	*	*	*	*	2
232.00 Dean,Music	$69,000	$49,772	$65,865	$69,498	$75,936	5
233.00 Dean,Nursing	$67,000	$61,870	$64,881	$70,000	$76,800	17
234.00 Dean,Occ Std/Voc Ed	$71,450	$68,500	$71,228	$71,868	$73,566	11
235.00 Dean,Pharmacy	*	*	*	*	*	3
237.00 Dean,Sciences	$72,158	$66,878	$70,910	$75,641	$85,490	18
238.00 Dean,Social Sciences	$73,054	$59,700	$70,910	$80,020	$85,000	7
239.00 Dean,Social Work	*	*	*	*	*	2
240.00 Dean,Special Programs	$70,141	$55,554	$69,500	$70,781	$74,800	8
241.00 Dean,Undergrad Prog	$64,000	$57,615	$63,940	$72,000	$83,567	5
242.00 Dean,Veterinary Sci	*	*	*	*	*	1
ADMINISTRATIVE						
301.00 Chief Business Off	$85,093	$75,250	$77,084	$89,700	$98,880	57
301.01 Chief Admin Off	$73,336	$58,000	$69,139	$80,000	$90,000	21
301.02 Chief Financial Off	$69,139	$57,750	$63,588	$75,000	$86,870	33
301.10 Dir Env Health-Safety	$40,993	$35,000	$37,401	$42,011	$44,000	16
301.20 Dir Telecommunic	$41,200	$33,561	$39,307	$45,650	$53,700	29
302.00 Chief Planning Off	$62,774	$48,000	$57,000	$63,500	$69,000	14
303.00 Chief Budgeting Off	$49,423	$43,035	$45,585	$51,910	$60,619	50
303.10 Assc Budget Dir	$41,920	$27,769	$37,825	$42,702	$44,906	10
304.00 Chief Plan-Budgt Off	$59,891	$48,346	$59,722	$60,060	$63,200	6
305.00 General Counsel	$62,500	$49,100	$59,198	$62,916	$73,870	11
305.10 Staff Attorneys	*	*	*	*	*	3
306.00 Chf Personnel/HR Off	$52,026	$45,000	$51,195	$53,700	$60,672	63
306.10 Assc Dir Pers/HR	$40,000	$31,050	$37,411	$41,129	$44,700	27
306.20 Manager Benefits	$31,188	$26,000	$29,162	$31,794	$36,800	41
306.30 Manager Training-Dev	$32,700	$24,743	$30,100	$35,300	$40,294	8
306.40 Manager Empl Relatns	*	*	*	*	*	2
306.50 Manager Labor Rel	*	*	*	*	*	1
306.60 Manager Employment	$28,044	$22,581	$25,191	$28,878	$34,327	29
306.70 Mgr Wage-Sal/Mgr,Comp	$28,560	$23,921	$27,400	$29,846	$37,865	15
306.80 Mgr Personnel Inf Sys	$28,581	$22,652	$26,315	$29,825	$43,539	10
307.00 Dir AA/EEO	$43,486	$34,400	$41,905	$45,468	$51,508	28
307.10 Assc Dir AA/EEO	*	*	*	*	*	3
308.00 Dir Pers-AA	$50,466	$36,100	$48,828	$52,000	$65,271	9
309.00 Chief Inform Sys Off	$66,319	$59,000	$63,800	$69,680	$75,371	52
309.10 Assc Dir Computer Ctr	$47,270	$37,203	$45,118	$49,089	$53,203	25
309.20 Data Base Admin	$39,887	$36,900	$38,796	$41,385	$46,000	23
309.30 Sys Analyst I-Hi	$41,406	$33,680	$39,453	$42,952	$48,120	43
309.40 Sys Analyst II-Lo	$32,945	$28,100	$30,350	$33,795	$36,482	21
309.50 Prog Analyst I-Hi	$33,037	$29,813	$31,476	$34,840	$39,660	51
309.60 Prog Analyst II-Lo	$27,097	$23,850	$26,221	$28,000	$30,525	46
310.00 Dir Comp Ctr Opr/Ad	$55,735	$51,612	$53,670	$58,661	$65,000	32
310.10 Assc Dir Comp Ctr	$41,796	$35,844	$40,411	$43,499	$52,512	17
312.00 Chf Phys Plnt/Fac	$55,567	$48,846	$52,918	$58,710	$68,717	73
312.10 Assc Dir Phys Plnt	$44,788	$35,977	$41,200	$45,978	$48,912	41
312.20 Mgr Landscape/Grnds	$32,859	$26,326	$31,113	$34,258	$39,670	52
312.30 Mgr Bldg Mnt Trades	$36,964	$30,894	$35,666	$38,290	$43,469	45
312.40 Mgr Tech Trades	$36,920	$30,800	$34,170	$40,192	$44,100	19

*3 cases or less

TABLE 19
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $44.7 - $70.4 MILLION

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.50 Mgr Custodial Srv	$32,326	$25,860	$30,800	$33,601	$37,904	45
312.60 Mgr Power Plant	$34,254	$27,982	$31,222	$36,818	$40,008	28
313.00 Comptroller	$58,694	$48,500	$53,872	$60,400	$64,060	49
313.10 Manager Payroll	$31,404	$26,274	$29,400	$32,820	$36,432	51
314.00 Dir Accounting	$43,632	$37,378	$41,987	$45,975	$51,350	45
314.10 Staff Accountant-Hi	$32,869	$26,715	$31,100	$35,137	$39,197	48
314.20 Staff Accountant-Lo	$25,100	$21,528	$23,565	$26,000	$29,373	42
315.00 Bursar	$37,557	$30,500	$35,508	$44,400	$50,358	38
315.10 Assc Bursar	$32,800	$30,899	$32,145	$33,006	$33,192	7
316.00 Dir Purchasing	$40,000	$34,161	$37,740	$42,495	$47,842	61
316.10 Assc Dir Purchasing	$30,822	$27,489	$30,103	$33,390	$38,892	20
317.00 Dir Bookstore	$37,924	$30,000	$36,500	$38,985	$44,395	38
317.10 Assc Dir Bookstore	$26,173	$22,672	$26,018	$26,255	$29,797	10
318.00 Dir Internal Audit	$42,912	$35,300	$39,768	$44,952	$47,000	27
319.00 Dir Aux Services	$49,852	$33,765	$45,387	$52,800	$62,036	30
319.10 Mgr Mail Services	$26,252	$19,300	$25,000	$27,048	$29,064	41
320.00 Dir Campus Security	$41,189	$35,191	$38,727	$45,720	$51,041	69
321.00 Dir Risk Mgt/Ins	$43,152	$33,000	$39,105	$44,753	$49,284	11
322.20 Dir Med Ctr Pers	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$81,655	$60,740	$74,580	$83,610	$92,469	50
401.10 Dir Annual Giving	$39,242	$35,136	$37,370	$41,160	$46,000	41
401.20 Dir Corp/Fndtn Rel	$51,172	$38,345	$47,329	$53,748	$55,436	29
401.30 Coord Res Dev	$28,458	$24,253	$27,000	$29,212	$35,552	14
401.40 Dir Estate Pln	$45,000	$39,800	$44,500	$45,578	$58,600	13
402.00 Chf Public Rel Off	$47,403	$37,922	$46,700	$49,673	$58,723	43
402.10 Dir Gov/Leg Rel	$63,148	$48,667	$58,300	$75,679	$75,963	9
403.00 Chf Dev/Pub Rel Off	$75,000	$58,054	$70,500	$77,885	$87,250	25
404.00 Dir Alumni Affairs	$41,160	$33,520	$38,880	$42,500	$47,284	59
405.00 Dir Dev/Alumni Aff	$54,043	$41,610	$49,923	$54,823	$57,448	10
406.00 Dir Spec/Defer Gifts	$54,000	$47,300	$53,760	$55,251	$63,812	13
407.00 Dir Church Relations	$50,600	$43,450	$47,900	$53,300	$54,999	6
408.00 Dir Community Serv	$46,600	$28,163	$38,000	$47,072	$60,294	9
409.00 Dir Publications	$36,345	$28,788	$34,583	$39,902	$45,360	42
409.10 Assc Dir Publicatns	$28,390	$24,100	$26,600	$30,406	$34,850	17
409.20 Mgr Printing Srv	$31,244	$28,364	$30,480	$33,047	$40,629	43
410.00 Dir Info Office	$44,107	$36,434	$39,575	$46,840	$52,416	27
411.00 Dir News Bureau	$34,057	$27,000	$29,355	$35,727	$37,907	21
STUDENT SERVICES						
501.00 Chf Student Aff Off	$74,714	$63,022	$70,428	$75,420	$85,000	69
501.50 Dean of Students	$51,982	$42,800	$50,708	$52,897	$60,000	38
502.00 Chief Admissions Off	$52,090	$42,500	$50,690	$56,769	$64,402	60
502.10 Assc Dir Admissions	$36,734	$30,750	$34,764	$38,896	$43,296	53
502.20 Admissions Counselor	$23,934	$20,700	$22,767	$25,665	$28,786	52
502.30 Academic Advisor	$31,000	$24,327	$29,011	$38,403	$45,395	25
503.00 Dir Adm & Registrar	$52,710	$45,000	$52,500	$52,920	$56,604	8
504.00 Registrar	$46,888	$40,000	$45,000	$48,680	$53,640	66
504.10 Assc Registrar	$33,963	$27,170	$31,560	$35,511	$43,437	34
504.20 Asst Registrar	$29,365	$24,144	$28,500	$30,282	$37,202	37
505.00 Dir Adm/Fin Aid	$63,504	$39,101	$61,729	$63,600	$79,000	9
506.00 Dir Student Fin Aid	$46,738	$42,263	$45,267	$49,751	$55,146	73
506.10 Assc Dir Std Fin Aid	$32,850	$28,500	$31,512	$34,500	$40,183	54
507.00 Dir Food Services	[illegible],228	$39,453	$43,500	$46,562	$52,356	23
507.10 Assc Dir Food Serv	[illegible],526	$25,000	$27,520	$34,760	$41,100	12
508.00 Dir Residence Halls	[illegible]2,212	$32,910	$38,018	$43,038	$51,507	56
508.10 Assc Dir Std Housing	$31,659	$23,400	$27,810	$32,100	$37,427	28
508.20 Housing Off/Adm Opr	$32,000	$24,720	$31,380	$37,579	$46,440	21
508.30 Housing Off/Res Life	$31,638	$25,000	$30,600	$34,500	$43,806	26
509.00 Dir Union/Std Act	$42,400	$33,200	$40,944	$44,000	$54,341	23
510.00 Dir Foreign Students	$32,596	$24,222	$30,599	$32,906	$39,492	25
511.00 Dir Student Union	$44,037	$36,532	$42,582	$50,400	$52,290	23
511.10 Assc Dir Std Union	$31,245	$26,775	$29,524	$32,460	$40,692	16
512.00 Dir Std Activities	$32,519	$27,667	$30,766	$35,000	$42,080	46
513.00 Dir Career Dev-Plcmt	$41,887	$35,025	$39,154	$43,175	$48,869	70
514.00 Dir Std Counseling	$47,883	$39,004	$44,875	$50,062	$55,499	63
514.10 Assc Dir Std Cnslg	$39,960	$32,538	$39,900	$40,789	$46,430	13
515.00 Dir Std Hlth-Physicn	$75,000	$58,843	$70,488	$78,632	$86,416	17
516.00 Dir Std Hlth-Nurse	$33,329	$28,700	$31,250	$37,875	$41,720	42
517.00 Dir Campus Ministries	$42,000	$31,345	$40,000	$43,270	$46,800	19
518.00 Dir Athletics	$61,983	$51,256	$58,513	$62,500	$70,984	65
519.00 Dir Sports Info	$31,712	$24,500	$29,886	$32,418	$34,409	56
520.00 Dir Athletics/Men	$48,882	$35,100	$45,763	$52,000	$62,171	8
521.00 Dir Athletics/Women	$39,000	$37,160	$38,058	$39,944	$47,321	15
522.00 Dir Campus Rec	$34,407	$27,387	$31,990	$36,977	$42,400	50
523.00 Chief Enrollment Mgmt	$63,672	$56,000	$61,500	$67,024	$74,000	17
524.00 Dir Minority Affairs	$35,302	$29,201	$34,445	$40,800	$49,995	34
525.00 Dir Conferences	$36,938	$28,550	$33,500	$38,728	$45,700	23

*3 cases or less

TABLE 20
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $70.4 MILLION OR MORE

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	*	*	*	*	*	3
101.10 Asst to Ceo/System	*	*	*	*	*	2
102.00 Ceo / Single Inst	$120,950	$101,948	$115,956	$128,400	$159,532	70
102.10 Asst to Ceo/Single	$61,668	$46,500	$59,850	$66,864	$74,300	43
103.00 Exec Vice Pres	$92,718	$72,604	$85,641	$97,250	$112,502	15
ACADEMIC						
201.00 Chief Acad Off	$105,000	$88,500	$95,732	$108,358	$118,000	70
202.00 Chf Hlth Prof Off	$100,476	$78,800	$90,605	$120,000	$180,400	9
203.00 Dir Library Serv	$70,143	$61,560	$67,000	$73,100	$81,300	69
203.10 Circulatn Librarian	$34,000	$26,458	$32,585	$35,367	$41,851	45
203.20 Acquistns Librarian	$39,689	$31,400	$37,300	$41,904	$46,848	47
203.30 Tech Serv Librarian	$44,856	$38,734	$43,365	$45,700	$51,148	44
203.40 Public Serv Librarian	$45,378	$36,938	$42,461	$48,645	$52,485	35
203.50 Reference Librarian	$38,850	$32,950	$37,528	$39,887	$49,858	55
204.00 Dir Instit Research	$53,254	$43,600	$50,600	$60,500	$69,564	52
204.10 Assc Dir Inst Res	$40,629	$34,374	$36,770	$44,729	$51,657	15
205.00 Dir Educ Media Serv	$46,356	$37,878	$41,702	$47,940	$56,200	51
206.00 Dir Learning Res Ctr	$45,243	$32,365	$42,000	$46,000	$61,390	23
207.00 Dir Internatl Std Ed	$50,000	$40,661	$47,862	$55,159	$70,822	29
208.00 Dir Comp Ctr Opr/Acad	$56,799	$46,522	$54,998	$59,350	$73,301	34
208.10 Assc Dir CC Opr/Acad	$48,540	$40,743	$46,404	$49,466	$59,800	19
209.00 Admn Grants-Contract	$55,667	$44,221	$50,300	$59,104	$63,600	52
210.00 Dean,Architecture	*	*	*	*	*	3
211.00 Dean,Agriculture	$93,984	$74,609	$84,751	$94,520	$101,030	5
212.00 Dean,Arts & Letters	$81,503	$70,500	$76,293	$89,107	$90,650	17
213.00 Dean,Arts & Sciences	$89,000	$75,555	$83,460	$92,500	$97,000	42
214.00 Dean,Business	$94,404	$80,200	$89,610	$100,008	$110,520	67
215.00 Dean,Communications	$86,500	$66,600	$70,700	$90,100	$93,816	7
216.00 Dean,Continuing Ed	$70,169	$58,200	$64,916	$72,100	$81,300	37
217.00 Dean,Dentistry	*	*	*	*	*	3
218.00 Dean,Education	$79,960	$70,873	$77,250	$82,836	$92,000	54
219.00 Dean,Engineering	$97,538	$90,972	$97,272	$102,672	$110,430	33
221.00 Dean,Extension	$83,200	$57,453	$73,459	$86,558	$94,878	5
222.00 Dean,Fine Arts	$79,877	$71,400	$76,000	$80,821	$95,500	19
223.00 Dean,Graduate Program	$74,200	$65,437	$71,703	$79,200	$89,265	49
224.00 Dean,Hlth-Rltd Prof	$83,592	$75,754	$81,650	$86,000	$92,700	21
225.00 Dean,Home Economics	*	*	*	*	*	2
226.00 Dean,Humanities	$77,728	$67,296	$75,290	$83,026	$85,300	12
228.00 Dean,Law	$144,500	$119,747	$126,000	$151,500	$160,000	21
229.00 Dean,Lib & Inf Sci	$70,272	$63,221	$66,700	$80,950	$84,500	9
230.00 Dean,Mathematics	*	*	*	*	*	3
231.00 Dean,Medicine	*	*	*	*	*	3
232.00 Dean,Music	$77,000	$74,102	$76,902	$80,500	$98,250	5
233.00 Dean,Nursing	$80,900	$75,000	$80,450	$82,908	$96,276	23
234.00 Dean,Occ Std/Voc Ed	$73,056	$65,158	$71,111	$74,130	$78,715	15
235.00 Dean,Pharmacy	$78,800	$71,004	$78,000	$83,787	$92,687	5
236.00 Dean,Public Health	*	*	*	*	*	1
237.00 Dean,Sciences	$88,500	$74,960	$84,150	$91,080	$95,300	21
238.00 Dean,Social Sciences	$79,300	$73,598	$76,572	$82,645	$88,740	15
239.00 Dean,Social Work	$82,703	$71,523	$78,852	$86,322	$98,942	5
240.00 Dean,Special Programs	$53,500	$44,208	$50,670	$57,300	$73,050	5
241.00 Dean,Undergrad Prog	$73,692	$66,025	$69,817	$77,253	$88,543	10
ADMINISTRATIVE						
301.00 Chief Business Off	$97,875	$84,500	$93,400	$103,000	$111,000	63
301.01 Chief Admin Off	$82,086	$73,585	$75,378	$85,000	$90,200	11
301.02 Chief Financial Off	$80,500	$68,300	$75,072	$82,502	$90,650	38
301.10 Dir Env Health-Safety	$44,748	$37,695	$42,814	$48,327	$59,021	30
301.20 Dir Telecommunic	$47,124	$39,519	$44,463	$49,416	$56,753	50
302.00 Chief Planning Off	$83,000	$64,583	$71,772	$93,500	$96,564	17
303.00 Chief Budgeting Off	$58,025	$50,036	$54,940	$61,082	$65,936	45
303.10 Assc Budget Dir	$46,260	$35,020	$41,172	$49,461	$58,992	24
304.00 Chief Plan-Budgt Off	$75,782	$62,556	$72,427	$77,414	$87,000	9
305.00 General Counsel	$67,720	$60,789	$65,605	$73,766	$85,725	30
305.10 Staff Attorneys	$52,636	$31,180	$51,772	$53,500	$55,125	6
306.00 Chf Personnel/HR Off	$62,000	$52,044	$58,200	$65,940	$76,500	71
306.10 Assc Dir Pers/HR	$43,388	$35,945	$40,507	$46,920	$55,008	39
306.20 Manager Benefits	$35,100	$29,400	$32,862	$36,576	$43,104	53
306.30 Manager Training-Dev	$35,843	$29,200	$32,077	$40,536	$47,522	22
306.40 Manager Empl Relatns	$44,607	$35,800	$40,958	$45,860	$49,932	12
306.50 Manager Labor Rel	$59,696	$46,700	$47,557	$61,808	$62,505	7
306.60 Manager Employment	$31,520	$28,565	$31,000	$35,900	$49,764	34
306.70 Mgr Wage-Sal/Mgr,Comp	$36,005	$32,000	$35,366	$38,515	$47,000	30
306.80 Mgr Personnel Inf Sys	$37,615	$30,260	$36,068	$39,842	$46,440	15
307.00 Dir AA/EEO	$52,437	$41,004	$48,198	$56,364	$60,600	46
307.10 Assc Dir AA/EEO	$35,059	$25,038	$33,000	$42,200	$44,544	7
308.00 Dir Pers-AA	$65,000	$42,208	$59,343	$65,388	$76,946	5
309.00 Chief Inform Sys Off	$72,818	$62,556	$66,500	$75,594	$85,644	56
309.10 Assc Dir Computer Ctr	$55,228	$45,579	$52,250	$55,909	$62,872	21
309.20 Data Base Admin	$45,827	$39,364	$43,903	$49,765	$57,350	22
309.30 Sys Analyst I-Hi	$43,201	$37,225	$41,132	$45,558	$49,345	48
309.40 Sys Analyst II-Lo	$34,400	$27,690	$33,269	$36,430	$40,107	39
309.50 Prog Analyst I-Hi	$38,005	$29,700	$34,435	$39,685	$44,867	54
309.60 Prog Analyst II-Lo	$28,706	$23,746	$27,888	$30,139	$33,867	45
310.00 Dir Comp Ctr Opr/Ad	$59,538	$52,200	$56,040	$62,300	$69,672	36
310.10 Assc Dir Comp Ctr	$47,863	$45,486	$46,865	$53,000	$55,909	22
312.00 Chf Phys Plnt/Fac	$64,350	$56,148	$61,970	$69,262	$80,000	68
312.10 Assc Dir Phys Plnt	$53,300	$42,838	$51,000	$54,000	$60,084	43
312.20 Mgr Landscape/Grnds	$37,800	$31,910	$35,772	$39,534	$44,800	51

*3 cases or less

TABLE 20
SALARY PERCENTILES
COMPREHENSIVE INSTITUTIONS WITH BUDGETS OF $70.4 MILLION OR MORE

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.30 Mgr Bldg Mnt Trades	$40,958	$37,000	$39,360	$42,020	$47,712	42
312.40 Mgr Tech Trades	$41,361	$37,070	$40,055	$42,603	$45,864	26
312.50 Mgr Custodial Srv	$36,774	$31,578	$34,908	$38,812	$43,168	55
312.60 Mgr Power Plant	$40,150	$34,716	$38,148	$42,840	$48,708	36
313.00 Comptroller	$61,252	$53,670	$57,660	$66,172	$79,750	47
313.10 Manager Payroll	$34,833	$28,500	$32,400	$36,472	$44,415	66
314.00 Dir Accounting	$47,692	$41,100	$46,425	$49,711	$53,750	56
314.10 Staff Accountant-Hi	$32,000	$27,799	$30,000	$34,400	$41,244	53
314.20 Staff Accountant-Lo	$26,792	$21,889	$25,280	$28,810	$32,850	45
315.00 Bursar	$43,431	$34,474	$40,008	$45,959	$51,429	40
315.10 Assc Bursar	$35,844	$32,400	$34,572	$36,500	$43,967	11
316.00 Dir Purchasing	$45,900	$38,596	$44,350	$48,246	$54,769	66
316.10 Assc Dir Purchasing	$41,815	$29,100	$38,312	$43,300	$46,000	24
317.00 Dir Bookstore	$43,225	$38,470	$42,321	$46,375	$51,322	40
317.10 Assc Dir Bookstore	$30,458	$23,712	$28,000	$30,778	$35,260	18
318.00 Dir Internal Audit	$45,147	$38,517	$42,420	$47,100	$57,644	44
319.00 Dir Aux Services	$56,110	$47,035	$53,966	$60,161	$71,262	35
319.10 Mgr Mail Services	$27,695	$23,445	$25,875	$30,144	$32,975	50
320.00 Dir Campus Security	$50,796	$40,878	$46,900	$53,694	$59,200	73
321.00 Dir Risk Mgt/Ins	$48,925	$41,805	$47,253	$50,300	$59,904	11
322.00 Admin Hosp Med Ctr	*	*	*	*	*	3
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	2
322.20 Dir Med Ctr Pers	*	*	*	*	*	2
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$83,100	$66,754	$80,615	$88,876	$105,200	40
401.10 Dir Annual Giving	$42,143	$33,705	$39,570	$47,859	$56,028	45
401.20 Dir Corp/Fndtn Rel	$49,357	$43,007	$47,464	$52,750	$58,668	29
401.30 Coord Res Dev	$32,022	$25,688	$31,000	$32,090	$41,300	18
401.40 Dir Estate Pln	$59,820	$44,006	$56,280	$60,126	$69,471	15
402.00 Chf Public Rel Off	$60,060	$51,150	$56,043	$63,804	$69,850	43
402.10 Dir Gov/Leg Rel	$62,719	$45,000	$61,860	$66,950	$74,081	14
403.00 Chf Dev/Pub Rel Off	$86,000	$76,522	$82,844	$92,747	$112,253	25
404.00 Dir Alumni Affairs	$46,048	$38,386	$43,358	$47,740	$54,000	68
405.00 Dir Dev/Alumni Aff	$56,640	$45,315	$54,590	$60,651	$75,916	9
406.00 Dir Spec/Defer Gifts	$47,038	$35,420	$44,435	$49,640	$63,100	8
407.00 Dir Church Relations	$63,250	$30,500	$62,975	$63,525	$67,200	4
408.00 Dir Community Serv	$45,500	$41,750	$43,729	$49,776	$50,292	7
409.00 Dir Publications	$41,004	$35,000	$39,871	$42,246	$47,193	43
409.10 Assc Dir Publicatns	$38,000	$30,050	$31,723	$39,374	$43,073	15
409.20 Mgr Printing Srv	$36,402	$31,092	$34,585	$38,352	$41,856	49
410.00 Dir Info Office	$45,180	$37,386	$40,939	$48,190	$55,550	25
411.00 Dir News Bureau	$39,900	$31,473	$36,000	$41,374	$45,198	41
STUDENT SERVICES						
501.00 Chf Student Aff Off	$82,650	$74,880	$79,466	$86,950	$99,958	66
501.50 Dean of Students	$56,470	$51,182	$55,400	$58,300	$68,647	27
502.00 Chief Admissions Off	$55,880	$48,506	$52,239	$62,400	$67,584	56
502.10 Assc Dir Admissions	$38,238	$32,488	$36,027	$42,033	$47,253	55
502.20 Admissions Counselor	$23,687	$20,278	$22,236	$25,130	$30,432	54
502.30 Academic Advisor	$27,912	$22,773	$25,682	$28,690	$32,296	29
503.00 Dir Adm & Registrar	$72,444	$58,008	$67,500	$77,388	$85,560	8
504.00 Registrar	$53,150	$46,816	$51,992	$55,541	$59,697	65
504.10 Assc Registrar	$39,638	$32,819	$38,522	$41,312	$44,000	44
504.20 Asst Registrar	$31,330	$25,634	$29,870	$32,651	$35,800	37
505.00 Dir Adm/Fin Aid	$71,723	$67,600	$70,300	$73,145	$74,460	6
506.00 Dir Student Fin Aid	$51,300	$44,337	$49,718	$54,978	$60,000	71
506.10 Assc Dir Std Fin Aid	$36,922	$31,610	$35,333	$38,300	$41,790	52
507.00 Dir Food Services	$54,420	$42,000	$46,616	$55,729	$63,500	19
507.10 Assc Dir Food Serv	$44,223	$28,075	$36,483	$46,840	$50,250	10
508.00 Dir Residence Halls	$47,670	$37,000	$46,289	$49,012	$53,895	63
508.10 Assc Dir Std Housing	$33,765	$28,945	$32,250	$36,164	$42,635	36
508.20 Housing Off/Adm Opr	$35,004	$29,528	$33,072	$36,488	$41,651	21
508.30 Housing Off/Res Life	$34,836	$27,084	$31,569	$36,156	$42,230	32
509.00 Dir Union/Std Act	$48,236	$38,396	$46,516	$52,700	$59,045	24
510.00 Dir Foreign Students	$35,540	$30,000	$32,719	$36,774	$42,601	33
511.00 Dir Student Union	$41,172	$34,750	$39,781	$42,672	$55,253	35
511.10 Assc Dir Std Union	$36,500	$27,250	$35,796	$38,766	$46,300	23
512.00 Dir Std Activities	$40,560	$31,842	$38,340	$42,724	$49,674	49
513.00 Dir Career Dev-Plcmt	$45,342	$38,447	$44,340	$47,604	$55,550	70
514.00 Dir Std Counseling	$51,743	$45,150	$49,900	$54,420	$62,581	62
514.10 Assc Dir Std Cnslg	$40,859	$38,000	$40,168	$42,396	$51,350	19
515.00 Dir Std Hlth-Physicn	$78,294	$55,214	$75,648	$80,000	$95,940	36
516.00 Dir Std Hlth-Nurse	$40,721	$33,256	$36,670	$43,132	$51,357	38
517.00 Dir Campus Ministries	$45,900	$38,160	$42,500	$47,680	$58,000	16
518.00 Dir Athletics	$71,815	$63,174	$68,680	$80,040	$88,000	69
519.00 Dir Sports Info	$32,272	$28,278	$30,472	$33,995	$41,342	70
520.00 Dir Athletics/Men	$57,650	$46,500	$53,229	$60,410	$60,936	7
521.00 Dir Athletics/Women	$51,077	$44,641	$49,495	$51,999	$59,136	16
522.00 Dir Campus Rec	$36,694	$30,628	$34,575	$39,312	$48,006	53
523.00 Chief Enrollment Mgmt	$67,354	$63,471	$64,800	$70,539	$78,000	12
524.00 Dir Minority Affairs	$46,800	$34,250	$42,000	$48,500	$62,557	33
525.00 Dir Conferences	$41,653	$33,912	$38,204	$45,000	$56,928	26

*3 cases or less

TABLE 21
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $10.4 MILLION OR LESS

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	*	*	*	*	*	1
102.00 Ceo / Single Inst	$75,000	$63,540	$72,000	$79,272	$91,248	97
102.10 Asst to Ceo/Single	$35,180	$22,556	$31,781	$37,600	$48,540	25
103.00 Exec Vice Pres	$53,700	$46,745	$52,280	$56,000	$70,930	12
ACADEMIC						
201.00 Chief Acad Off	$53,921	$43,179	$50,750	$56,463	$62,958	96
203.00 Dir Library Serv	$33,765	$26,293	$32,287	$34,845	$39,200	90
203.10 Circulatn Librarian	$20,000	$14,767	$18,234	$20,827	$22,560	25
203.20 Acquistns Librarian	$20,903	$16,500	$20,524	$23,198	$27,770	19
203.30 Tech Serv Librarian	$22,555	$19,351	$21,630	$23,194	$26,551	39
203.40 Public Serv Librarian	$23,059	$19,150	$21,965	$25,898	$29,242	15
203.50 Reference Librarian	$23,500	$20,000	$23,000	$24,150	$27,463	39
204.00 Dir Instit Research	$34,990	$25,115	$32,760	$37,356	$42,600	18
204.10 Assc Dir Inst Res	*	*	*	*	*	2
205.00 Dir Educ Media Serv	$25,118	$20,228	$24,500	$28,400	$34,672	24
206.00 Dir Learning Res Ctr	$25,000	$19,669	$24,000	$25,647	$37,493	29
207.00 Dir Internatl Std Ed	*	*	*	*	*	2
208.00 Dir Comp Ctr Opr/Acad	$32,650	$22,241	$26,000	$37,524	$41,870	22
208.10 Assc Dir CC Opr/Acad	$23,625	$21,000	$21,820	$29,413	$30,000	7
209.00 Admn Grants-Contract	$32,559	$25,000	$30,480	$34,637	$40,000	6
211.00 Dean,Agriculture	*	*	*	*	*	1
212.00 Dean,Arts & Letters	*	*	*	*	*	2
213.00 Dean,Arts & Sciences	$42,395	$30,000	$40,425	$44,365	$55,444	8
214.00 Dean,Business	$41,295	$31,000	$35,846	$42,392	$59,483	19
215.00 Dean,Communications	*	*	*	*	*	3
216.00 Dean,Continuing Ed	$35,350	$23,960	$34,550	$35,800	$43,775	18
218.00 Dean,Education	$40,308	$30,000	$37,500	$43,400	$48,000	23
219.00 Dean,Engineering	*	*	*	*	*	1
221.00 Dean,Extension	*	*	*	*	*	2
222.00 Dean,Fine Arts	$35,000	$27,500	$30,302	$36,000	$42,310	7
223.00 Dean,Graduate Program	$44,832	$39,651	$42,800	$46,904	$52,488	10
224.00 Dean,Hlth-Rltd Prof	*	*	*	*	*	2
226.00 Dean,Humanities	$35,000	$31,000	$33,500	$36,412	$43,000	17
227.00 Dean,Instruction	*	*	*	*	*	2
228.00 Dean,Law	*	*	*	*	*	1
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	1
230.00 Dean,Mathematics	$36,480	$29,700	$35,959	$37,000	$45,000	6
232.00 Dean,Music	$30,000	$24,164	$27,728	$30,500	$33,650	5
233.00 Dean,Nursing	$45,025	$23,690	$39,365	$49,400	$55,500	10
237.00 Dean,Sciences	$35,336	$31,750	$34,818	$37,500	$43,935	15
238.00 Dean,Social Sciences	$36,500	$31,750	$35,640	$40,000	$45,045	13
239.00 Dean,Social Work	*	*	*	*	*	3
240.00 Dean,Special Programs	$30,295	$24,550	$28,840	$33,000	$36,910	7
241.00 Dean,Undergrad Prog	*	*	*	*	*	2
ADMINISTRATIVE						
301.00 Chief Business Off	$48,913	$38,282	$44,300	$51,656	$60,480	90
301.01 Chief Admin Off	$51,384	$33,977	$45,550	$56,334	$60,750	10
301.02 Chief Financial Off	$36,452	$18,308	$33,000	$43,000	$49,992	12
301.10 Dir Env Health-Safety	*	*	*	*	*	1
301.20 Dir Telecommunic	*	*	*	*	*	1
302.00 Chief Planning Off	$34,370	$24,360	$27,780	$40,960	$48,000	6
303.00 Chief Budgeting Off	*	*	*	*	*	2
303.10 Assc Budget Dir	*	*	*	*	*	2
305.00 General Counsel	*	*	*	*	*	1
306.00 Chf Personnel/HR Off	$28,040	$21,500	$26,326	$28,863	$38,756	24
306.20 Manager Benefits	*	*	*	*	*	2
306.30 Manager Training-Dev	*	*	*	*	*	1
306.80 Mgr Personnel Inf Sys	*	*	*	*	*	1
307.00 Dir AA/EEO	*	*	*	*	*	1
307.10 Assc Dir AA/EEO	*	*	*	*	*	1
308.00 Dir Pers-AA	$29,705	$24,000	$28,840	$30,570	$31,354	6
309.00 Chief Inform Sys Off	$35,195	$24,178	$30,587	$36,000	$43,729	24
309.10 Assc Dir Computer Ctr	$19,900	$14,700	$15,000	$23,000	$23,920	7
309.20 Data Base Admin	*	*	*	*	*	3
309.30 Sys Analyst I-Hi	$26,780	$19,371	$23,368	$29,153	$31,963	5
309.40 Sys Analyst II-Lo	*	*	*	*	*	3
309.50 Prog Analyst I-Hi	$23,740	$21,855	$22,780	$30,000	$32,815	7
309.60 Prog Analyst II-Lo	$23,888	$19,000	$22,667	$25,108	$26,760	8
310.00 Dir Comp Ctr Opr/Ad	$30,000	$25,000	$29,440	$33,825	$38,020	27
310.10 Assc Dir Comp Ctr	$22,240	$20,000	$20,500	$23,430	$23,511	7
312.00 Chf Phys Plnt/Fac	$32,295	$25,720	$30,900	$34,000	$38,433	68
312.10 Assc Dir Phys Plnt	$25,000	$20,000	$21,781	$26,310	$30,314	23
312.20 Mgr Landscape/Grnds	$20,000	$15,500	$19,246	$23,753	$30,000	17
312.30 Mgr Bldg Mnt Trades	$25,000	$19,700	$23,919	$28,657	$32,064	7
312.40 Mgr Tech Trades	*	*	*	*	*	2
312.50 Mgr Custodial Srv	$23,048	$19,146	$20,837	$23,670	$24,960	19
312.60 Mgr Power Plant	$23,280	$18,990	$22,100	$24,460	$34,687	4
313.00 Comptroller	$31,700	$26,008	$30,000	$33,910	$37,000	38
313.10 Manager Payroll	$18,000	$14,851	$17,088	$18,566	$22,000	23
314.00 Dir Accounting	$25,835	$21,836	$25,000	$26,380	$36,575	14
314.10 Staff Accountant-Hi	$21,815	$18,480	$20,808	$24,255	$28,115	32
314.20 Staff Accountant-Lo	$15,963	$14,000	$15,440	$16,350	$18,000	16
315.00 Bursar	$23,000	$16,920	$18,200	$23,187	$25,920	17
315.10 Assc Bursar	$21,258	$13,250	$20,515	$22,000	$23,050	6
316.00 Dir Purchasing	$23,678	$20,000	$23,187	$23,995	$30,435	10
316.10 Assc Dir Purchasing	*	*	*	*	*	1
317.00 Dir Bookstore	$21,000	$16,400	$18,346	$22,204	$26,250	61
317.10 Assc Dir Bookstore	$17,520	$13,208	$16,500	$18,540	$21,930	8

*3 cases or less

TABLE 21
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $10.4 MILLION OR LESS

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
319.00 Dir Aux Services	$31,154	$30,294	$30,871	$36,066	$47,573	5
319.10 Mgr Mail Services	$14,501	$12,170	$13,955	$15,266	$18,150	26
320.00 Dir Campus Security	$18,428	$13,333	$16,640	$19,200	$24,450	24
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$46,000	$40,000	$44,381	$50,000	$57,273	61
401.10 Dir Annual Giving	$27,500	$23,600	$26,520	$29,000	$35,000	28
401.20 Dir Corp/Fndtn Rel	$25,750	$20,800	$25,750	$25,970	$44,000	11
401.30 Coord Res Dev	$24,250	$20,280	$22,500	$26,000	$37,984	8
401.40 Dir Estate Pln	$35,775	$18,000	$35,500	$36,050	$40,136	8
402.00 Chf Public Rel Off	$27,650	$24,500	$25,841	$30,000	$33,000	38
403.00 Chf Dev/Pub Rel Off	$43,200	$32,760	$36,549	$45,000	$52,250	11
404.00 Dir Alumni Affairs	$25,231	$19,500	$23,636	$27,300	$29,000	54
405.00 Dir Dev/Alumni Aff	$37,500	$30,000	$34,500	$41,682	$49,159	7
406.00 Dir Spec/Defer Gifts	$21,209	$18,000	$19,880	$22,538	$26,620	4
407.00 Dir Church Relations	$35,000	$21,765	$34,949	$35,000	$39,748	13
408.00 Dir Community Serv	$28,818	$27,655	$28,314	$41,174	$54,540	5
409.00 Dir Publications	$25,500	$22,660	$24,200	$26,028	$27,040	22
409.10 Assc Dir Publicatns	$17,900	$15,000	$16,995	$19,575	$21,492	9
409.20 Mgr Printing Srv	$20,580	$17,680	$20,000	$20,800	$21,800	11
410.00 Dir Info Office	$26,712	$19,786	$25,000	$28,080	$33,500	19
411.00 Dir News Bureau	$19,800	$17,500	$18,000	$21,112	$25,000	7
STUDENT SERVICES						
501.00 Chf Student Aff Off	$42,291	$35,124	$40,000	$43,825	$50,000	68
501.50 Dean of Students	$33,740	$23,580	$28,730	$36,000	$40,000	30
502.00 Chief Admissions Off	$32,084	$25,359	$30,240	$35,826	$39,948	60
502.10 Assc Dir Admissions	$25,000	$20,072	$24,100	$26,500	$28,200	33
502.20 Admissions Counselor	$19,027	$16,933	$18,500	$20,100	$22,180	54
502.30 Academic Advisor	$25,000	$23,540	$24,385	$25,200	$31,030	9
503.00 Dir Adm & Registrar	$35,086	$28,500	$33,200	$36,972	$41,600	6
504.00 Registrar	$28,960	$23,385	$27,810	$30,100	$32,960	88
504.10 Assc Registrar	$20,250	$14,989	$20,000	$20,500	$28,464	13
504.20 Asst Registrar	$18,905	$14,030	$16,822	$19,533	$21,032	20
505.00 Dir Adm/Fin Aid	$41,000	$26,684	$39,500	$41,756	$45,610	15
506.00 Dir Student Fin Aid	$28,103	$22,325	$26,805	$29,149	$33,073	79
506.10 Assc Dir Std Fin Aid	$19,620	$16,386	$18,000	$21,200	$24,875	24
507.00 Dir Food Services	$25,257	$22,253	$24,921	$30,000	$33,900	24
507.10 Assc Dir Food Serv	$18,583	$13,267	$16,663	$19,920	$25,156	10
508.00 Dir Residence Halls	$23,469	$17,000	$22,578	$25,000	$28,824	32
508.10 Assc Dir Std Housing	*	*	*	*	*	1
508.20 Housing Off/Adm Opr	$19,666	$16,550	$18,383	$19,765	$25,682	5
508.30 Housing Off/Res Life	$18,234	$16,000	$17,560	$21,077	$24,910	14
509.00 Dir Union/Std Act	*	*	*	*	*	2
510.00 Dir Foreign Students	$26,372	$16,224	$22,360	$30,384	$41,616	4
511.00 Dir Student Union	*	*	*	*	*	2
511.10 Assc Dir Std Union	*	*	*	*	*	2
512.00 Dir Std Activities	$22,000	$18,000	$21,620	$23,000	$25,133	39
513.00 Dir Career Dev-Plcmt	$25,417	$20,000	$24,296	$26,260	$30,240	51
514.00 Dir Std Counseling	$29,328	$25,000	$27,675	$30,507	$33,200	34
514.10 Assc Dir Std Cnslg	$25,699	$21,200	$25,000	$26,398	$28,720	6
515.00 Dir Std Hlth-Physicn	*	*	*	*	*	2
516.00 Dir Std Hlth-Nurse	$20,312	$16,100	$19,500	$23,342	$26,544	40
517.00 Dir Campus Ministries	$26,562	$18,540	$23,905	$29,333	$31,700	37
518.00 Dir Athletics	$33,400	$27,397	$32,160	$34,429	$40,085	65
519.00 Dir Sports Info	$18,792	$15,615	$18,191	$19,664	$21,328	21
520.00 Dir Athletics/Men	$40,800	$16,535	$40,600	$41,000	$44,591	4
521.00 Dir Athletics/Women	$29,941	$18,062	$24,765	$29,971	$36,350	5
522.00 Dir Campus Rec	$20,466	$17,200	$19,000	$20,748	$22,507	12
523.00 Chief Enrollment Mgmt	$43,000	$36,209	$37,500	$47,000	$54,600	11
524.00 Dir Minority Affairs	$26,130	$23,376	$23,924	$28,000	$31,840	8
525.00 Dir Conferences	$23,220	$14,700	$20,110	$24,993	$27,423	5

*3 cases or less

TABLE 22
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $10.4 - $16.1 MILLION

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	*	*	*	*	*	3
101.10 Asst to Ceo/System	*	*	*	*	*	1
102.00 Ceo / Single Inst	$94,050	$75,435	$85,600	$100,000	$111,841	97
102.10 Asst to Ceo/Single	$34,950	$25,600	$31,830	$40,000	$45,224	36
103.00 Exec Vice Pres	$71,054	$57,832	$69,060	$80,809	$85,500	15
ACADEMIC						
201.00 Chief Acad Off	$62,000	$54,600	$60,000	$66,056	$73,500	95
202.00 Chf Hlth Prof Off	$49,206	$21,945	$45,850	$52,561	$55,125	4
203.00 Dir Library Serv	$38,550	$33,550	$37,488	$40,500	$45,500	93
203.10 Circulatn Librarian	$20,532	$15,800	$19,000	$23,625	$29,000	34
203.20 Acquistns Librarian	$22,054	$19,000	$21,600	$24,500	$28,652	33
203.30 Tech Serv Librarian	$25,996	$20,300	$24,371	$27,236	$30,091	61
203.40 Public Serv Librarian	$26,509	$23,199	$25,718	$28,571	$31,500	26
203.50 Reference Librarian	$27,000	$23,460	$25,200	$29,522	$33,500	57
204.00 Dir Instit Research	$34,500	$29,680	$33,143	$35,136	$40,824	18
204.10 Assc Dir Inst Res	*	*	*	*	*	3
205.00 Dir Educ Media Serv	$26,101	$23,984	$25,565	$27,789	$34,155	35
206.00 Dir Learning Res Ctr	$31,330	$23,000	$27,300	$32,066	$36,240	38
207.00 Dir Internatl Std Ed	$35,664	$33,150	$34,944	$36,383	$50,050	8
208.00 Dir Comp Ctr Opr/Acad	$33,500	$28,626	$32,250	$35,038	$41,300	37
208.10 Assc Dir CC Opr/Acad	$27,860	$23,431	$25,500	$28,620	$30,000	11
209.00 Admn Grants-Contract	$30,174	$24,203	$28,319	$32,150	$33,977	20
212.00 Dean,Arts & Letters	*	*	*	*	*	1
213.00 Dean,Arts & Sciences	$51,544	$41,600	$48,144	$56,650	$60,000	14
214.00 Dean,Business	$54,000	$42,075	$51,231	$57,512	$64,093	24
215.00 Dean,Communications	$32,180	$16,500	$27,350	$37,010	$43,000	4
216.00 Dean,Continuing Ed	$40,400	$33,423	$36,500	$42,400	$53,000	26
218.00 Dean,Education	$45,425	$36,850	$41,750	$47,900	$50,600	18
219.00 Dean,Engineering	*	*	*	*	*	1
221.00 Dean,Extension	*	*	*	*	*	3
222.00 Dean,Fine Arts	$44,223	$39,375	$41,428	$47,294	$51,659	10
223.00 Dean,Graduate Program	$47,025	$40,180	$45,685	$48,334	$60,877	15
224.00 Dean,Hlth-Rltd Prof	*	*	*	*	*	2
226.00 Dean,Humanities	$43,750	$35,575	$40,365	$44,479	$51,965	15
228.00 Dean,Law	*	*	*	*	*	1
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	1
230.00 Dean,Mathematics	*	*	*	*	*	1
232.00 Dean,Music	*	*	*	*	*	3
233.00 Dean,Nursing	$49,354	$44,680	$47,375	$51,035	$52,000	17
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	3
237.00 Dean,Sciences	$43,720	$39,020	$41,200	$46,440	$48,000	12
238.00 Dean,Social Sciences	$40,000	$32,023	$39,690	$41,290	$50,390	13
239.00 Dean,Social Work	*	*	*	*	*	3
240.00 Dean,Special Programs	$38,753	$28,709	$33,280	$44,226	$53,000	6
241.00 Dean,Undergrad Prog	$52,167	$29,580	$45,000	$57,279	$65,000	7
ADMINISTRATIVE						
301.00 Chief Business Off	$63,484	$51,762	$57,500	$65,500	$72,235	82
301.01 Chief Admin Off	$51,534	$48,450	$50,209	$54,506	$63,766	10
301.02 Chief Financial Off	$54,348	$44,364	$50,000	$55,000	$57,750	16
301.10 Dir Env Health-Safety	*	*	*	*	*	2
301.20 Dir Telecommunic	$23,118	$20,602	$20,957	$25,279	$25,453	6
302.00 Chief Planning Off	$39,892	$36,500	$37,784	$42,000	$43,200	6
303.00 Chief Budgeting Off	$43,824	$37,095	$41,560	$45,400	$46,640	10
303.10 Assc Budget Dir	*	*	*	*	*	3
304.00 Chief Plan-Budgt Off	*	*	*	*	*	2
306.00 Chf Personnel/HR Off	$32,840	$24,752	$30,200	$34,902	$39,416	35
306.10 Assc Dir Pers/HR	$30,000	$19,415	$27,806	$30,800	$34,968	9
306.20 Manager Benefits	$22,138	$20,352	$20,580	$23,696	$27,040	6
306.80 Mgr Personnel Inf Sys	*	*	*	*	*	1
307.00 Dir AA/EEO	*	*	*	*	*	3
308.00 Dir Pers-AA	$29,276	$23,428	$28,049	$30,675	$35,000	16
309.00 Chief Inform Sys Off	$43,999	$37,700	$41,350	$47,425	$53,628	30
309.10 Assc Dir Computer Ctr	$28,785	$25,500	$28,468	$30,648	$38,000	11
309.20 Data Base Admin	$25,859	$23,100	$24,986	$26,732	$31,973	6
309.30 Sys Analyst I-Hi	$27,309	$25,388	$26,318	$29,870	$33,477	15
309.40 Sys Analyst II-Lo	$22,000	$18,700	$20,475	$22,575	$24,518	9
309.50 Prog Analyst I-Hi	$28,030	$24,000	$26,316	$30,000	$31,688	19
309.60 Prog Analyst II-Lo	$21,500	$20,020	$20,930	$22,962	$25,472	15
310.00 Dir Comp Ctr Opr/Ad	$36,500	$30,100	$35,000	$37,678	$43,470	47
310.10 Assc Dir Comp Ctr	$26,200	$22,024	$23,685	$27,862	$30,000	20
312.00 Chf Phys Plnt/Fac	$38,429	$33,538	$36,840	$40,100	$47,008	79
312.10 Assc Dir Phys Plnt	$28,470	$23,608	$27,175	$29,841	$32,703	28
312.20 Mgr Landscape/Grnds	$22,440	$17,800	$21,820	$23,975	$31,200	27
312.30 Mgr Bldg Mnt Trades	$27,441	$21,632	$25,000	$28,074	$35,472	18
312.40 Mgr Tech Trades	$26,123	$23,120	$24,252	$29,464	$33,616	10
312.50 Mgr Custodial Srv	$22,485	$18,928	$21,716	$24,447	$28,824	42
312.60 Mgr Power Plant	*	*	*	*	*	3
313.00 Comptroller	$37,832	$32,136	$36,225	$40,000	$43,216	62
313.10 Manager Payroll	$23,321	$19,700	$21,723	$25,000	$27,783	26
314.00 Dir Accounting	$32,064	$29,000	$31,175	$33,202	$34,700	17
314.10 Staff Accountant-Hi	$24,614	$20,400	$24,000	$25,800	$33,000	28
314.20 Staff Accountant-Lo	$22,275	$17,850	$21,534	$23,429	$25,314	20
315.00 Bursar	$28,994	$20,500	$28,128	$32,500	$34,741	24
315.10 Assc Bursar	$19,629	$17,850	$19,056	$20,202	$20,800	6
316.00 Dir Purchasing	$28,525	$19,082	$26,208	$31,158	$34,989	23
316.10 Assc Dir Purchasing	*	*	*	*	*	2
317.00 Dir Bookstore	$24,950	$20,073	$23,500	$26,185	$29,008	65
317.10 Assc Dir Bookstore	$15,739	$13,500	$14,000	$16,874	$19,630	12

*3 cases or less

TABLE 22
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $10.4 - $16.1 MILLION

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
318.00 Dir Internal Audit	$32,500	$26,000	$30,000	$35,000	$38,200	4
319.00 Dir Aux Services	$30,000	$24,500	$29,938	$31,000	$34,250	16
319.10 Mgr Mail Services	$15,996	$13,520	$15,000	$17,347	$18,792	45
320.00 Dir Campus Security	$24,910	$20,025	$22,845	$26,155	$29,249	55
321.00 Dir Risk Mgt/Ins	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$56,302	$46,538	$54,148	$60,450	$70,452	80
401.10 Dir Annual Giving	$30,975	$24,450	$29,400	$32,250	$38,000	53
401.20 Dir Corp/Fndtn Rel	$35,000	$28,288	$31,830	$35,750	$42,640	27
401.30 Coord Res Dev	$25,390	$21,262	$24,300	$27,450	$30,633	18
401.40 Dir Estate Pln	$31,800	$26,250	$29,076	$33,451	$41,840	17
402.00 Chf Public Rel Off	$32,779	$26,500	$29,600	$35,000	$38,850	56
403.00 Chf Dev/Pub Rel Off	$52,382	$42,346	$49,184	$61,500	$73,850	15
404.00 Dir Alumni Affairs	$27,400	$23,327	$26,277	$29,380	$34,050	86
405.00 Dir Dev/Alumni Aff	$35,328	$30,000	$35,000	$36,370	$43,700	9
406.00 Dir Spec/Defer Gifts	$38,100	$29,500	$33,420	$42,000	$52,416	16
407.00 Dir Church Relations	$34,713	$25,920	$30,809	$36,338	$38,417	20
408.00 Dir Community Serv	$31,824	$22,000	$25,000	$33,000	$38,076	7
409.00 Dir Publications	$30,218	$26,626	$29,628	$31,500	$34,589	23
409.10 Assc Dir Publicatns	$25,500	$19,517	$24,000	$27,258	$30,422	11
409.20 Mgr Printing Srv	$23,016	$18,801	$21,207	$25,058	$30,208	25
410.00 Dir Info Office	$32,115	$25,000	$31,025	$33,502	$36,966	28
411.00 Dir News Bureau	$20,600	$18,500	$20,000	$21,350	$24,328	11
STUDENT SERVICES						
501.00 Chf Student Aff Off	$47,350	$39,901	$46,000	$50,014	$58,043	85
501.50 Dean of Students	$43,105	$35,280	$41,663	$45,000	$50,825	26
502.00 Chief Admissions Off	$41,845	$32,708	$36,230	$45,000	$51,365	76
502.10 Assc Dir Admissions	$26,250	$22,175	$24,653	$27,475	$30,385	60
502.20 Admissions Counselor	$19,792	$18,000	$19,300	$21,000	$23,320	73
502.30 Academic Advisor	$29,214	$25,599	$27,380	$33,012	$38,822	19
503.00 Dir Adm & Registrar	*	*	*	*	*	3
504.00 Registrar	$34,124	$29,394	$32,061	$35,337	$38,880	87
504.10 Assc Registrar	$22,050	$19,822	$21,420	$24,255	$27,182	25
504.20 Asst Registrar	$20,901	$17,925	$19,300	$21,978	$24,487	36
505.00 Dir Adm/Fin Aid	$50,784	$42,000	$47,000	$55,000	$58,474	12
506.00 Dir Student Fin Aid	$33,024	$28,000	$31,500	$33,930	$37,235	91
506.10 Assc Dir Std Fin Aid	$22,400	$18,901	$21,865	$23,544	$25,531	55
507.00 Dir Food Services	$34,435	$30,870	$33,936	$34,580	$36,648	16
507.10 Assc Dir Food Serv	$20,329	$16,179	$20,148	$20,510	$23,500	8
508.00 Dir Residence Halls	$25,110	$22,500	$24,000	$26,460	$29,600	44
508.10 Assc Dir Std Housing	$17,474	$16,000	$16,500	$19,000	$21,000	16
508.20 Housing Off/Adm Opr	$19,000	$16,788	$18,000	$19,855	$22,855	5
508.30 Housing Off/Res Life	$22,466	$16,500	$20,500	$25,250	$27,889	26
509.00 Dir Union/Std Act	$16,538	$14,901	$16,000	$20,000	$27,179	11
510.00 Dir Foreign Students	$25,853	$21,000	$23,109	$28,500	$30,132	14
511.00 Dir Student Union	$29,389	$18,772	$28,100	$30,000	$35,448	9
511.10 Assc Dir Std Union	*	*	*	*	*	1
512.00 Dir Std Activities	$25,169	$18,540	$24,400	$26,500	$29,000	59
513.00 Dir Career Dev-Plcmt	$28,350	$23,250	$26,265	$29,697	$32,460	79
514.00 Dir Std Counseling	$31,429	$26,026	$30,000	$32,674	$37,183	51
514.10 Assc Dir Std Cnslg	$25,223	$21,903	$23,180	$27,410	$33,576	7
515.00 Dir Std Hlth-Physicn	*	*	*	*	*	2
516.00 Dir Std Hlth-Nurse	$23,400	$19,800	$22,000	$24,619	$28,846	61
517.00 Dir Campus Ministries	$28,000	$22,000	$26,000	$30,600	$36,135	60
518.00 Dir Athletics	$38,600	$30,500	$35,643	$40,500	$45,000	74
519.00 Dir Sports Info	$21,973	$17,242	$21,111	$22,300	$24,324	25
520.00 Dir Athletics/Men	*	*	*	*	*	2
521.00 Dir Athletics/Women	$29,158	$17,724	$28,000	$30,316	$32,664	4
522.00 Dir Campus Rec	$25,732	$19,000	$20,500	$26,626	$31,710	21
523.00 Chief Enrollment Mgmt	$47,590	$38,383	$44,550	$55,552	$70,000	17
524.00 Dir Minority Affairs	$30,144	$26,420	$28,500	$30,594	$35,813	10
525.00 Dir Conferences	$28,106	$21,120	$24,436	$33,300	$39,054	16

*3 cases or less

TABLE 23
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $16.1 - $24.2 MILLION

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	*	*	*	*	*	2
101.10 Asst to Ceo/System	*	*	*	*	*	2
102.00 Ceo / Single Inst	$103,000	$86,705	$100,000	$117,287	$127,670	96
102.10 Asst to Ceo/Single	$40,089	$28,086	$34,000	$43,860	$51,254	42
103.00 Exec Vice Pres	$82,040	$58,515	$72,080	$92,000	$99,282	8
ACADEMIC						
201.00 Chief Acad Off	$74,800	$63,600	$70,008	$76,297	$82,404	97
202.00 Chf Hlth Prof Off	*	*	*	*	*	1
203.00 Dir Library Serv	$44,350	$37,000	$42,880	$46,120	$52,000	91
203.10 Circulatn Librarian	$25,800	$20,016	$23,700	$27,000	$29,740	41
203.20 Acquistns Librarian	$30,318	$25,095	$30,030	$32,712	$37,560	36
203.30 Tech Serv Librarian	$29,125	$26,075	$27,851	$31,209	$36,673	66
203.40 Public Serv Librarian	$29,141	$24,355	$27,414	$33,634	$37,000	39
203.50 Reference Librarian	$28,290	$23,900	$27,500	$30,200	$35,029	71
204.00 Dir Instit Research	$41,392	$32,400	$38,500	$45,170	$51,517	31
204.10 Assc Dir Inst Res	$24,880	$23,035	$24,790	$25,235	$26,795	5
205.00 Dir Educ Media Serv	$31,295	$23,513	$29,050	$32,301	$36,462	45
206.00 Dir Learning Res Ctr	$27,788	$24,877	$27,258	$30,160	$37,237	30
207.00 Dir Internatl Std Ed	$32,488	$29,110	$31,500	$42,230	$48,210	17
208.00 Dir Comp Ctr Opr/Acad	$41,683	$34,200	$39,333	$44,675	$49,195	37
208.10 Assc Dir CC Opr/Acad	$28,097	$23,920	$27,500	$29,774	$33,256	9
209.00 Admn Grants-Contract	$29,580	$22,900	$27,550	$34,260	$38,838	12
210.00 Dean,Architecture	*	*	*	*	*	1
211.00 Dean,Agriculture	*	*	*	*	*	1
212.00 Dean,Arts & Letters	$56,594	$52,121	$54,497	$59,457	$67,942	5
213.00 Dean,Arts & Sciences	$57,900	$51,016	$54,410	$59,650	$63,640	10
214.00 Dean,Business	$60,146	$45,715	$59,056	$62,480	$67,520	28
215.00 Dean,Communications	$45,301	$41,790	$44,612	$45,990	$61,000	4
216.00 Dean,Continuing Ed	$48,620	$37,508	$45,259	$52,158	$57,600	25
218.00 Dean,Education	$54,300	$42,290	$52,100	$56,900	$62,200	19
219.00 Dean,Engineering	*	*	*	*	*	3
222.00 Dean,Fine Arts	$45,085	$37,331	$41,799	$49,808	$59,073	10
223.00 Dean,Graduate Program	$52,238	$42,000	$47,500	$55,431	$61,000	19
224.00 Dean,Hlth-Rltd Prof	$53,850	$46,345	$48,546	$59,153	$71,524	4
226.00 Dean,Humanities	$47,401	$42,140	$43,875	$51,605	$59,883	16
227.00 Dean,Instruction	*	*	*	*	*	3
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	1
230.00 Dean,Mathematics	$37,830	$33,009	$36,457	$39,984	$48,957	5
232.00 Dean,Music	$45,000	$39,890	$43,190	$47,300	$51,286	7
233.00 Dean,Nursing	$53,590	$45,245	$48,650	$58,482	$61,077	10
234.00 Dean,Occ Std/Voc Ed	*	*	*	*	*	1
237.00 Dean,Sciences	$54,200	$44,569	$52,505	$56,685	$61,495	19
238.00 Dean,Social Sciences	$45,900	$41,315	$44,554	$48,235	$61,598	15
239.00 Dean,Social Work	*	*	*	*	*	1
240.00 Dean,Special Programs	$47,750	$43,068	$45,907	$54,073	$66,198	5
241.00 Dean,Undergrad Prog	$55,000	$50,000	$53,144	$55,480	$61,600	8
ADMINISTRATIVE						
301.00 Chief Business Off	$72,600	$64,000	$68,215	$76,190	$85,000	87
301.01 Chief Admin Off	$58,737	$53,693	$57,000	$59,200	$61,500	11
301.02 Chief Financial Off	$54,075	$43,923	$52,625	$57,762	$67,731	25
301.10 Dir Env Health-Safety	*	*	*	*	*	3
301.20 Dir Telecommunic	$30,550	$22,949	$29,800	$31,900	$35,500	13
302.00 Chief Planning Off	$56,557	$41,683	$50,113	$63,000	$78,500	4
303.00 Chief Budgeting Off	$39,200	$34,323	$34,505	$42,688	$51,219	7
303.10 Assc Budget Dir	$34,013	$27,300	$30,900	$37,125	$55,000	6
305.00 General Counsel	*	*	*	*	*	1
305.10 Staff Attorneys	*	*	*	*	*	1
306.00 Chf Personnel/HR Off	$37,850	$32,185	$36,000	$38,555	$42,800	48
306.10 Assc Dir Pers/HR	$33,000	$27,000	$32,274	$33,200	$36,200	9
306.20 Manager Benefits	$25,116	$22,042	$25,003	$26,100	$31,700	9
306.30 Manager Training-Dev	*	*	*	*	*	1
306.40 Manager Empl Relatns	*	*	*	*	*	1
306.70 Mgr Wage-Sal/Mgr,Comp	*	*	*	*	*	1
306.80 Mgr Personnel Inf Sys	*	*	*	*	*	1
307.00 Dir AA/EEO	*	*	*	*	*	2
307.10 Assc Dir AA/EEO	*	*	*	*	*	1
308.00 Dir Pers-AA	$34,300	$30,114	$33,100	$36,500	$41,000	23
309.00 Chief Inform Sys Off	$47,514	$42,080	$45,418	$49,973	$54,321	50
309.10 Assc Dir Computer Ctr	$35,124	$33,381	$34,660	$37,026	$40,237	15
309.20 Data Base Admin	$30,730	$27,000	$30,525	$32,216	$42,500	11
309.30 Sys Analyst I-Hi	$30,688	$27,600	$29,213	$32,099	$35,710	27
309.40 Sys Analyst II-Lo	$27,504	$22,500	$26,450	$28,500	$31,650	12
309.50 Prog Analyst I-Hi	$28,100	$24,000	$26,865	$30,440	$33,000	27
309.60 Prog Analyst II-Lo	$22,450	$20,000	$22,076	$23,810	$27,645	24
310.00 Dir Comp Ctr Opr/Ad	$38,500	$33,200	$36,885	$41,653	$48,216	47
310.10 Assc Dir Comp Ctr	$31,450	$25,892	$29,763	$34,937	$40,129	18
312.00 Chf Phys Plnt/Fac	$47,459	$40,000	$44,880	$48,572	$54,600	76
312.10 Assc Dir Phys Plnt	$34,400	$30,000	$32,000	$37,650	$42,330	33
312.20 Mgr Landscape/Grnds	$27,170	$22,797	$26,690	$27,917	$32,700	43
312.30 Mgr Bldg Mnt Trades	$29,534	$25,488	$28,675	$30,542	$35,088	31
312.40 Mgr Tech Trades	$30,248	$28,020	$29,930	$30,789	$37,043	14
312.50 Mgr Custodial Srv	$26,020	$22,282	$24,352	$27,644	$31,680	50
312.60 Mgr Power Plant	$34,503	$31,009	$34,470	$35,490	$43,284	11
313.00 Comptroller	$45,068	$38,220	$43,416	$48,000	$50,520	68
313.10 Manager Payroll	$22,465	$20,085	$21,629	$23,400	$27,870	28
314.00 Dir Accounting	$35,770	$31,000	$34,614	$37,000	$41,037	25
314.10 Staff Accountant-Hi	$26,529	$22,454	$25,893	$29,060	$31,090	45
314.20 Staff Accountant-Lo	$22,551	$19,033	$20,800	$23,769	$27,694	19

*3 cases or less

TABLE 23
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $16.1 - $24.2 MILLION

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
315.00 Bursar	$32,000	$27,016	$28,687	$33,133	$38,164	17
315.10 Assc Bursar	*	*	*	*	*	1
316.00 Dir Purchasing	$31,585	$24,725	$29,900	$33,594	$36,500	36
316.10 Assc Dir Purchasing	$25,069	$20,988	$24,240	$25,898	$27,120	6
317.00 Dir Bookstore	$25,840	$22,223	$25,100	$27,350	$33,100	63
317.10 Assc Dir Bookstore	$20,190	$17,081	$19,450	$21,155	$22,582	12
318.00 Dir Internal Audit	*	*	*	*	*	3
319.00 Dir Aux Services	$42,460	$34,660	$41,260	$45,900	$55,400	18
319.10 Mgr Mail Services	$17,860	$16,500	$17,328	$19,158	$21,067	42
320.00 Dir Campus Security	$29,932	$24,767	$28,416	$31,441	$36,000	69
321.00 Dir Risk Mgt/Ins	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$67,750	$58,000	$65,000	$71,660	$80,000	82
401.10 Dir Annual Giving	$32,000	$27,250	$29,744	$33,264	$39,399	65
401.20 Dir Corp/Fndtn Rel	$36,875	$30,500	$35,000	$39,592	$45,283	40
401.30 Coord Res Dev	$28,001	$22,575	$26,060	$29,010	$34,504	28
401.40 Dir Estate Pln	$45,677	$38,248	$43,243	$50,600	$54,792	30
402.00 Chf Public Rel Off	$41,244	$35,175	$40,150	$43,500	$48,678	57
402.10 Dir Gov/Leg Rel	*	*	*	*	*	1
403.00 Chf Dev/Pub Rel Off	$70,000	$38,300	$68,317	$83,000	$85,000	9
404.00 Dir Alumni Affairs	$33,150	$27,309	$31,600	$34,850	$39,900	82
405.00 Dir Dev/Alumni Aff	$42,544	$36,097	$40,000	$46,738	$47,624	12
406.00 Dir Spec/Defer Gifts	$44,559	$36,075	$40,109	$45,650	$54,960	20
407.00 Dir Church Relations	$38,608	$30,700	$36,920	$40,000	$45,000	16
408.00 Dir Community Serv	$31,966	$24,910	$25,100	$35,000	$40,000	11
409.00 Dir Publications	$32,313	$25,300	$30,200	$33,048	$36,500	38
409.10 Assc Dir Publicatns	$26,200	$22,700	$25,052	$26,320	$28,675	15
409.20 Mgr Printing Srv	$25,166	$19,936	$23,422	$25,986	$28,781	25
410.00 Dir Info Office	$30,000	$24,868	$28,550	$32,739	$35,000	39
411.00 Dir News Bureau	$24,796	$20,858	$22,615	$26,250	$28,310	20
STUDENT SERVICES						
501.00 Chf Student Aff Off	$58,600	$49,600	$56,346	$61,650	$67,275	80
501.50 Dean of Students	$40,055	$30,300	$38,500	$45,000	$50,000	39
502.00 Chief Admissions Off	$42,900	$38,000	$41,105	$47,059	$59,000	75
502.10 Assc Dir Admissions	$29,205	$25,491	$28,100	$31,503	$35,303	75
502.20 Admissions Counselor	$20,676	$18,000	$20,000	$21,400	$24,214	73
502.30 Academic Advisor	$25,400	$22,357	$23,867	$27,720	$35,000	18
503.00 Dir Adm & Registrar	*	*	*	*	*	1
504.00 Registrar	$37,600	$31,209	$35,830	$39,780	$44,292	91
504.10 Assc Registrar	$25,258	$21,000	$23,685	$26,000	$28,503	26
504.20 Asst Registrar	$22,620	$19,498	$21,434	$23,000	$26,264	33
505.00 Dir Adm/Fin Aid	$51,515	$39,500	$50,000	$58,500	$61,000	11
506.00 Dir Student Fin Aid	$38,697	$33,600	$37,022	$39,295	$42,960	93
506.10 Assc Dir Std Fin Aid	$25,000	$21,250	$24,080	$25,800	$28,050	53
507.00 Dir Food Services	$42,250	$34,000	$38,000	$43,700	$51,804	17
507.10 Assc Dir Food Serv	$27,388	$24,792	$26,048	$30,317	$32,700	12
508.00 Dir Residence Halls	$29,964	$24,700	$28,575	$31,284	$36,493	50
508.10 Assc Dir Std Housing	$25,100	$20,250	$20,800	$29,000	$38,645	9
508.20 Housing Off/Adm Opr	$22,113	$20,625	$22,000	$22,225	$25,967	8
508.30 Housing Off/Res Life	$26,195	$18,870	$24,500	$28,600	$33,500	33
509.00 Dir Union/Std Act	$26,065	$23,850	$25,100	$28,180	$33,920	15
510.00 Dir Foreign Students	$27,865	$23,796	$26,220	$29,000	$31,620	14
511.00 Dir Student Union	$34,065	$31,100	$32,100	$37,064	$38,988	11
511.10 Assc Dir Std Union	*	*	*	*	*	3
512.00 Dir Std Activities	$26,622	$23,500	$25,181	$28,127	$31,400	56
513.00 Dir Career Dev-Plcmt	$31,981	$27,394	$30,450	$33,130	$37,470	90
514.00 Dir Std Counseling	$33,646	$28,040	$31,910	$34,736	$41,800	64
514.10 Assc Dir Std Cnslg	$30,667	$26,450	$29,211	$30,902	$31,492	12
515.00 Dir Std Hlth-Physicn	$42,000	$26,077	$42,000	$42,000	$77,302	5
516.00 Dir Std Hlth-Nurse	$26,565	$21,479	$25,000	$28,067	$30,418	67
517.00 Dir Campus Ministries	$31,229	$27,500	$30,282	$32,975	$38,741	52
518.00 Dir Athletics	$44,500	$37,300	$41,818	$47,750	$52,860	81
519.00 Dir Sports Info	$22,700	$18,500	$21,109	$23,540	$26,292	37
520.00 Dir Athletics/Men	*	*	*	*	*	3
521.00 Dir Athletics/Women	$33,882	$27,300	$30,725	$36,019	$40,982	11
522.00 Dir Campus Rec	$29,221	$22,748	$26,066	$32,299	$35,856	20
523.00 Chief Enrollment Mgmt	$57,250	$49,200	$52,067	$59,850	$67,439	30
524.00 Dir Minority Affairs	$26,750	$23,850	$25,975	$28,665	$35,155	26
525.00 Dir Conferences	$30,200	$23,550	$28,050	$30,780	$32,760	21

*3 cases or less

TABLE 24
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $24.2 MILLION OR MORE

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$101,145	$88,095	$100,000	$102,290	$125,000	4
101.10 Asst to Ceo/System	*	*	*	*	*	2
102.00 Ceo / Single Inst	$125,000	$102,118	$111,500	$135,880	$153,000	96
102.10 Asst to Ceo/Single	$52,362	$37,800	$45,025	$56,700	$65,251	66
103.00 Exec Vice Pres	$89,696	$68,328	$86,520	$97,335	$127,000	14
ACADEMIC						
201.00 Chief Acad Off	$86,100	$75,805	$83,000	$90,000	$100,000	93
202.00 Chf Hlth Prof Off	*	*	*	*	*	3
203.00 Dir Library Serv	$55,536	$47,000	$52,500	$56,800	$64,450	92
203.10 Circulatn Librarian	$27,321	$22,948	$26,200	$27,600	$31,270	36
203.20 Acquistns Librarian	$34,306	$25,221	$30,284	$36,500	$43,150	43
203.30 Tech Serv Librarian	$38,110	$31,203	$36,094	$39,250	$45,142	65
203.40 Public Serv Librarian	$38,540	$29,930	$35,579	$39,692	$44,000	48
203.50 Reference Librarian	$32,030	$27,478	$30,465	$33,625	$38,785	70
204.00 Dir Instit Research	$46,612	$40,677	$45,349	$49,000	$58,600	32
204.10 Assc Dir Inst Res	$29,325	$26,000	$28,512	$30,400	$36,410	11
205.00 Dir Educ Media Serv	$33,610	$27,695	$32,916	$35,179	$42,063	55
206.00 Dir Learning Res Ctr	$38,509	$34,651	$37,370	$40,230	$46,680	24
207.00 Dir Internatl Std Ed	$42,895	$32,853	$40,650	$44,997	$51,902	25
208.00 Dir Comp Ctr Opr/Acad	$50,000	$39,860	$45,974	$52,667	$60,889	45
208.10 Assc Dir CC Opr/Acad	$36,650	$26,000	$35,410	$39,788	$49,000	22
209.00 Admn Grants-Contract	$42,125	$36,500	$39,573	$48,044	$58,300	22
210.00 Dean,Architecture	*	*	*	*	*	2
211.00 Dean,Agriculture	*	*	*	*	*	3
212.00 Dean,Arts & Letters	$62,713	$48,000	$59,895	$65,530	$72,946	8
213.00 Dean,Arts & Sciences	$73,200	$61,900	$68,300	$76,680	$85,633	19
214.00 Dean,Business	$70,020	$54,809	$65,906	$75,089	$85,430	30
215.00 Dean,Communications	$49,973	$28,615	$35,196	$64,750	$69,000	4
216.00 Dean,Continuing Ed	$60,000	$45,150	$57,000	$61,565	$66,576	33
218.00 Dean,Education	$56,076	$44,222	$45,818	$69,700	$75,338	17
219.00 Dean,Engineering	$64,269	$58,330	$60,800	$67,738	$81,345	4
221.00 Dean,Extension	*	*	*	*	*	3
222.00 Dean,Fine Arts	$57,000	$45,600	$55,000	$57,035	$59,275	11
223.00 Dean,Graduate Program	$62,800	$43,865	$55,628	$68,900	$81,190	15
224.00 Dean,Hlth-Rltd Prof	$66,000	$49,719	$62,000	$70,000	$75,260	8
225.00 Dean,Home Economics	$39,035	$31,575	$37,020	$41,050	$61,902	4
226.00 Dean,Humanities	$55,500	$46,359	$49,719	$56,254	$61,000	13
227.00 Dean,Instruction	*	*	*	*	*	1
228.00 Dean,Law	*	*	*	*	*	3
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	1
230.00 Dean,Mathematics	$58,500	$49,192	$52,346	$60,331	$62,200	11
232.00 Dean,Music	$53,488	$43,025	$53,275	$53,700	$59,787	6
233.00 Dean,Nursing	$63,668	$53,830	$61,162	$65,945	$73,564	14
234.00 Dean,Occ Std/Voc Ed	$63,822	$54,188	$54,588	$73,056	$88,449	4
235.00 Dean,Pharmacy	*	*	*	*	*	1
237.00 Dean,Sciences	$58,330	$51,606	$55,858	$62,701	$70,000	17
238.00 Dean,Social Sciences	$55,737	$48,769	$54,671	$56,200	$64,765	15
239.00 Dean,Social Work	*	*	*	*	*	2
240.00 Dean,Special Programs	$61,166	$48,319	$60,113	$62,218	$72,000	6
241.00 Dean,Undergrad Prog	$68,000	$62,222	$66,000	$70,000	$79,500	6
242.00 Dean,Veterinary Sci	*	*	*	*	*	1
ADMINISTRATIVE						
301.00 Chief Business Off	$86,865	$72,500	$81,034	$90,200	$103,000	82
301.01 Chief Admin Off	$74,300	$64,500	$71,750	$76,180	$86,855	18
301.02 Chief Financial Off	$65,500	$53,064	$61,400	$70,401	$81,570	30
301.10 Dir Env Health-Safety	$35,000	$33,000	$35,000	$35,000	$39,785	8
301.20 Dir Telecommunic	$36,113	$28,010	$31,724	$39,900	$51,000	19
302.00 Chief Planning Off	$66,555	$55,162	$63,150	$68,220	$77,900	15
303.00 Chief Budgeting Off	$57,586	$41,083	$53,773	$58,433	$63,340	26
303.10 Assc Budget Dir	$41,515	$39,300	$40,140	$42,477	$48,400	14
304.00 Chief Plan-Budgt Off	$58,211	$42,300	$55,500	$60,922	$70,808	6
305.00 General Counsel	$73,327	$60,516	$67,000	$79,653	$80,000	6
305.10 Staff Attorneys	*	*	*	*	*	2
306.00 Chf Personnel/HR Off	$49,187	$42,998	$47,795	$51,168	$57,200	78
306.10 Assc Dir Pers/HR	$33,436	$27,364	$30,900	$34,800	$39,540	32
306.20 Manager Benefits	$29,085	$25,283	$28,000	$31,215	$34,342	30
306.30 Manager Training-Dev	*	*	*	*	*	1
306.40 Manager Empl Relatns	$44,530	$31,500	$43,520	$45,540	$50,220	6
306.50 Manager Labor Rel	*	*	*	*	*	2
306.60 Manager Employment	$28,000	$22,598	$25,978	$31,013	$35,837	15
306.70 Mgr Wage-Sal/Mgr,Comp	$37,353	$32,801	$36,677	$37,427	$38,763	5
306.80 Mgr Personnel Inf Sys	$26,099	$21,630	$24,000	$27,509	$28,663	11
307.00 Dir AA/EEO	$46,554	$40,133	$44,746	$50,831	$59,600	14
307.10 Assc Dir AA/EEO	*	*	*	*	*	1
308.00 Dir Pers-AA	$49,400	$32,713	$43,678	$52,200	$56,000	12
309.00 Chief Inform Sys Off	$59,700	$49,749	$56,000	$63,567	$73,000	59
309.10 Assc Dir Computer Ctr	$41,796	$34,030	$40,200	$45,264	$49,200	27
309.20 Data Base Admin	$33,757	$28,006	$32,700	$35,107	$41,363	10
309.30 Sys Analyst I-Hi	$37,600	$32,265	$36,534	$40,188	$47,597	35
309.40 Sys Analyst II-Lo	$28,851	$26,000	$27,246	$32,930	$34,600	12
309.50 Prog Analyst I-Hi	$33,000	$28,094	$30,810	$34,861	$41,000	67
309.60 Prog Analyst II-Lo	$28,022	$24,000	$27,256	$29,120	$33,500	44
310.00 Dir Comp Ctr Opr/Ad	$50,956	$41,975	$48,269	$53,817	$61,650	50
310.10 Assc Dir Comp Ctr	$42,795	$38,040	$41,400	$45,000	$46,788	19
312.00 Chf Phys Plnt/Fac	$55,486	$49,996	$53,600	$57,833	$64,584	86
312.10 Assc Dir Phys Plnt	$45,026	$37,700	$43,500	$45,398	$51,000	44
312.20 Mgr Landscape/Grnds	$33,715	$26,800	$31,912	$34,500	$39,375	52
312.30 Mgr Bldg Mnt Trades	$37,423	$32,633	$35,999	$37,822	$42,079	40

*3 cases or less

TABLE 24
SALARY PERCENTILES
GENERAL BACCALAUREATE INSTITUTIONS WITH BUDGETS OF $24.2 MILLION OR MORE

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
312.40 Mgr Tech Trades	$39,050	$29,350	$37,500	$40,038	$44,304	19
312.50 Mgr Custodial Srv	$32,937	$27,488	$31,498	$34,689	$40,003	55
312.60 Mgr Power Plant	$42,120	$32,323	$40,673	$43,828	$47,600	19
313.00 Comptroller	$54,281	$43,510	$50,964	$56,100	$62,518	71
313.10 Manager Payroll	$28,259	$23,044	$27,000	$29,480	$33,000	49
314.00 Dir Accounting	$38,900	$34,194	$36,282	$41,291	$43,110	35
314.10 Staff Accountant-Hi	$31,000	$24,885	$29,500	$33,708	$37,500	52
314.20 Staff Accountant-Lo	$24,960	$21,314	$23,274	$25,820	$29,931	40
315.00 Bursar	$31,538	$26,000	$28,665	$34,790	$41,200	42
315.10 Assc Bursar	$27,639	$16,575	$27,227	$28,600	$30,000	9
316.00 Dir Purchasing	$36,766	$28,899	$35,392	$39,900	$46,250	57
316.10 Assc Dir Purchasing	$27,306	$18,651	$24,803	$27,503	$28,813	5
317.00 Dir Bookstore	$35,439	$28,789	$34,200	$36,766	$40,656	58
317.10 Assc Dir Bookstore	$21,900	$19,400	$21,498	$22,900	$25,680	19
318.00 Dir Internal Audit	$41,098	$31,350	$40,000	$43,483	$49,300	13
319.00 Dir Aux Services	$50,037	$40,000	$48,366	$52,500	$59,500	26
319.10 Mgr Mail Services	$23,824	$19,884	$22,751	$24,752	$28,535	51
320.00 Dir Campus Security	$35,617	$32,100	$34,409	$37,984	$44,400	86
321.00 Dir Risk Mgt/Ins	*	*	*	*	*	3
322.20 Dir Med Ctr Pers	*	*	*	*	*	2
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$79,199	$65,330	$74,500	$83,400	$93,500	82
401.10 Dir Annual Giving	$38,488	$31,719	$36,000	$41,000	$45,845	72
401.20 Dir Corp/Fndtn Rel	$45,200	$35,535	$42,396	$50,456	$54,590	52
401.30 Coord Res Dev	$33,778	$26,250	$32,460	$34,650	$42,766	32
401.40 Dir Estate Pln	$55,000	$40,490	$46,840	$56,132	$60,000	29
402.00 Chf Public Rel Off	$48,553	$39,029	$44,609	$51,000	$57,587	65
402.10 Dir Gov/Leg Rel	$58,312	$41,070	$50,323	$66,300	$79,505	4
403.00 Chf Dev/Pub Rel Off	$71,000	$66,036	$68,130	$76,230	$98,000	13
404.00 Dir Alumni Affairs	$41,075	$32,940	$38,618	$43,416	$50,545	80
405.00 Dir Dev/Alumni Aff	$54,917	$51,270	$51,400	$57,200	$60,438	12
406.00 Dir Spec/Defer Gifts	$48,701	$40,700	$46,820	$51,720	$63,700	40
407.00 Dir Church Relations	$40,975	$37,000	$40,826	$42,845	$48,359	11
408.00 Dir Community Serv	$39,194	$28,896	$36,988	$41,400	$48,158	8
409.00 Dir Publications	$35,700	$29,323	$34,839	$38,600	$43,600	43
409.10 Assc Dir Publicatns	$30,213	$24,350	$29,000	$32,125	$34,632	28
409.20 Mgr Printing Srv	$27,793	$24,042	$26,580	$29,000	$34,685	42
410.00 Dir Info Office	$39,500	$31,077	$35,459	$43,100	$47,000	21
411.00 Dir News Bureau	$32,136	$26,104	$30,630	$33,506	$37,082	30
STUDENT SERVICES						
501.00 Chf Student Aff Off	$68,500	$57,850	$65,000	$72,471	$81,034	83
501.50 Dean of Students	$54,378	$40,000	$50,724	$55,568	$61,360	43
502.00 Chief Admissions Off	$54,500	$45,300	$51,020	$56,500	$70,849	83
502.10 Assc Dir Admissions	$35,048	$31,500	$33,760	$37,541	$41,167	84
502.20 Admissions Counselor	$22,500	$20,000	$21,600	$23,401	$25,750	83
502.30 Academic Advisor	$34,950	$23,778	$27,260	$37,453	$44,100	21
503.00 Dir Adm & Registrar	*	*	*	*	*	3
504.00 Registrar	$45,100	$38,800	$43,137	$46,830	$51,912	92
504.10 Assc Registrar	$31,450	$28,248	$29,634	$32,292	$36,000	33
504.20 Asst Registrar	$25,699	$21,407	$24,754	$26,910	$31,000	41
505.00 Dir Adm/Fin Aid	$62,721	$50,922	$61,500	$65,251	$77,000	16
506.00 Dir Student Fin Aid	$44,000	$38,263	$42,235	$48,000	$52,127	97
506.10 Assc Dir Std Fin Aid	$28,797	$24,200	$27,641	$30,090	$34,320	62
507.00 Dir Food Services	$49,001	$40,034	$46,850	$52,063	$58,333	30
507.10 Assc Dir Food Serv	$33,946	$29,200	$32,263	$34,900	$41,016	22
508.00 Dir Residence Halls	$36,765	$29,640	$34,694	$38,775	$44,124	62
508.10 Assc Dir Std Housing	$26,898	$22,426	$25,000	$30,000	$34,290	32
508.20 Housing Off/Adm Opr	$31,350	$23,336	$26,100	$36,040	$37,806	12
508.30 Housing Off/Res Life	$25,500	$18,810	$22,700	$27,958	$37,238	31
509.00 Dir Union/Std Act	$35,530	$27,500	$32,085	$38,825	$41,000	27
510.00 Dir Foreign Students	$30,672	$25,490	$30,000	$33,000	$39,011	19
511.00 Dir Student Union	$33,988	$25,850	$32,120	$36,095	$41,445	16
511.10 Assc Dir Std Union	$25,457	$20,400	$24,937	$31,050	$32,236	7
512.00 Dir Std Activities	$31,350	$27,539	$30,500	$32,500	$39,620	59
513.00 Dir Career Dev-Plcmt	$39,192	$33,000	$37,050	$40,664	$47,625	92
514.00 Dir Std Counseling	$44,525	$36,570	$42,015	$46,239	$51,211	71
514.10 Assc Dir Std Cnslg	$34,596	$27,000	$29,879	$38,815	$43,306	16
515.00 Dir Std Hlth-Physicn	$89,758	$62,743	$88,500	$90,480	$106,548	22
516.00 Dir Std Hlth-Nurse	$31,488	$25,170	$30,250	$32,744	$36,500	69
517.00 Dir Campus Ministries	$39,315	$31,772	$36,136	$42,834	$50,252	50
518.00 Dir Athletics	$55,247	$45,298	$51,995	$57,935	$68,770	80
519.00 Dir Sports Info	$25,400	$20,102	$24,636	$26,025	$29,700	51
520.00 Dir Athletics/Men	$50,775	$45,650	$50,000	$51,550	$65,743	8
521.00 Dir Athletics/Women	$41,256	$36,000	$39,016	$42,000	$47,001	17
522.00 Dir Campus Rec	$30,400	$22,900	$27,517	$31,548	$37,890	37
523.00 Chief Enrollment Mgmt	$61,050	$52,678	$60,200	$68,000	$75,000	21
524.00 Dir Minority Affairs	$37,686	$26,010	$35,033	$40,631	$48,800	46
525.00 Dir Conferences	$32,544	$28,037	$32,200	$34,875	$40,443	33

*3 cases or less

TABLE 25
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $7.3 MILLION OR LESS

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	*	*	*	*	*	3
102.00 Ceo / Single Inst	$72,137	$60,770	$69,630	$75,979	$83,394	85
102.10 Asst to Ceo/Single	$34,766	$29,627	$33,244	$40,145	$46,947	16
103.00 Exec Vice Pres	$55,146	$38,587	$54,350	$58,121	$65,736	7
ACADEMIC						
201.00 Chief Acad Off	$53,158	$44,962	$50,946	$56,622	$62,303	80
202.00 Chf Hlth Prof Off	$43,396	$36,871	$39,792	$47,000	$48,247	4
203.00 Dir Library Serv	$34,662	$26,500	$32,000	$37,000	$43,231	59
203.10 Circulatn Librarian	$33,164	$18,490	$26,232	$33,771	$35,699	11
203.20 Acquistns Librarian	$27,700	$25,360	$27,000	$28,399	$30,348	6
203.30 Tech Serv Librarian	$19,025	$16,635	$18,056	$23,111	$35,020	7
203.40 Public Serv Librarian	*	*	*	*	*	3
203.50 Reference Librarian	$24,289	$14,009	$22,641	$28,834	$35,756	10
204.00 Dir Instit Research	$40,000	$25,000	$38,201	$40,170	$43,980	11
204.10 Assc Dir Inst Res	*	*	*	*	*	1
205.00 Dir Educ Media Serv	$29,129	$22,872	$29,119	$30,293	$38,296	13
206.00 Dir Learning Res Ctr	$36,007	$31,175	$34,957	$40,653	$43,000	24
207.00 Dir Internatl Std Ed	*	*	*	*	*	2
208.00 Dir Comp Ctr Opr/Acad	$33,842	$25,080	$30,397	$35,993	$37,641	13
208.10 Assc Dir CC Opr/Acad	*	*	*	*	*	3
209.00 Admn Grants-Contract	$31,777	$28,325	$30,834	$40,000	$42,720	8
211.00 Dean,Agriculture	*	*	*	*	*	1
212.00 Dean,Arts & Letters	*	*	*	*	*	2
213.00 Dean,Arts & Sciences	$50,278	$42,539	$49,187	$50,533	$52,400	12
214.00 Dean,Business	$44,940	$36,489	$41,148	$46,108	$52,000	17
215.00 Dean,Communications	$38,368	$32,422	$33,744	$42,992	$44,789	4
216.00 Dean,Continuing Ed	$47,953	$37,639	$44,557	$48,306	$50,769	25
218.00 Dean,Education	*	*	*	*	*	1
219.00 Dean,Engineering	$46,583	$45,165	$46,457	$49,692	$53,340	5
221.00 Dean,Extension	*	*	*	*	*	2
222.00 Dean,Fine Arts	*	*	*	*	*	2
223.00 Dean,Graduate Program	*	*	*	*	*	1
224.00 Dean,Hlth-Rltd Prof	$48,348	$40,802	$46,110	$48,547	$51,495	5
226.00 Dean,Humanities	$39,336	$29,580	$30,896	$47,776	$53,160	6
227.00 Dean,Instruction	$39,903	$35,875	$38,772	$41,033	$50,041	4
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	2
230.00 Dean,Mathematics	$40,138	$38,941	$39,011	$41,264	$48,447	4
233.00 Dean,Nursing	$45,495	$42,230	$45,347	$46,120	$49,941	13
234.00 Dean,Occ Std/Voc Ed	$46,558	$35,000	$45,000	$49,000	$50,000	19
237.00 Dean,Sciences	$42,829	$36,010	$41,425	$44,555	$57,944	5
238.00 Dean,Social Sciences	$36,288	$33,262	$35,754	$39,640	$45,880	5
240.00 Dean,Special Programs	$37,331	$29,928	$30,657	$41,915	$52,200	7
241.00 Dean,Undergrad Prog	*	*	*	*	*	1
ADMINISTRATIVE						
301.00 Chief Business Off	$52,680	$40,000	$47,677	$54,528	$58,876	77
301.01 Chief Admin Off	$50,359	$43,939	$46,489	$54,229	$56,571	8
301.02 Chief Financial Off	$41,089	$31,403	$35,360	$42,539	$45,543	11
301.20 Dir Telecommunic	*	*	*	*	*	2
302.00 Chief Planning Off	*	*	*	*	*	3
303.00 Chief Budgeting Off	*	*	*	*	*	3
305.00 General Counsel	*	*	*	*	*	1
306.00 Chf Personnel/HR Off	$30,321	$25,000	$28,008	$30,962	$35,000	16
306.20 Manager Benefits	*	*	*	*	*	1
306.30 Manager Training-Dev	*	*	*	*	*	2
306.80 Mgr Personnel Inf Sys	*	*	*	*	*	2
308.00 Dir Pers-AA	$25,600	$19,085	$23,022	$32,015	$44,176	9
309.00 Chief Inform Sys Off	$39,756	$27,915	$36,372	$42,000	$45,391	27
309.10 Assc Dir Computer Ctr	*	*	*	*	*	2
309.20 Data Base Admin	*	*	*	*	*	1
309.30 Sys Analyst I-Hi	$29,846	$20,079	$29,692	$30,000	$34,000	4
309.40 Sys Analyst II-Lo	*	*	*	*	*	1
309.50 Prog Analyst I-Hi	$26,321	$21,194	$26,041	$26,600	$28,000	8
309.60 Prog Analyst II-Lo	$24,229	$20,081	$22,658	$25,800	$26,700	6
310.00 Dir Comp Ctr Opr/Ad	$34,637	$30,000	$34,636	$36,000	$46,581	11
310.10 Assc Dir Comp Ctr	$31,917	$24,000	$31,649	$32,185	$37,149	4
312.00 Chf Phys Plnt/Fac	$31,800	$26,025	$31,029	$34,324	$40,584	45
312.10 Assc Dir Phys Plnt	$27,494	$21,235	$26,012	$28,132	$34,011	10
312.20 Mgr Landscape/Grnds	$23,286	$16,500	$19,893	$23,690	$28,700	5
312.30 Mgr Bldg Mnt Trades	*	*	*	*	*	3
312.40 Mgr Tech Trades	*	*	*	*	*	3
312.50 Mgr Custodial Srv	$18,679	$16,315	$16,848	$20,509	$25,762	8
312.60 Mgr Power Plant	*	*	*	*	*	1
313.00 Comptroller	$34,607	$28,053	$31,537	$35,017	$38,185	20
313.10 Manager Payroll	$24,000	$18,531	$23,500	$24,100	$28,590	10
314.00 Dir Accounting	$29,752	$23,919	$29,035	$30,029	$36,851	10
314.10 Staff Accountant-Hi	$24,446	$20,280	$23,784	$26,000	$32,000	18
314.20 Staff Accountant-Lo	$23,309	$18,200	$20,676	$23,920	$26,285	12
315.00 Bursar	$24,035	$17,391	$21,000	$27,070	$44,745	4
315.10 Assc Bursar	*	*	*	*	*	2
316.00 Dir Purchasing	$25,390	$20,716	$24,611	$26,154	$32,960	11
316.10 Assc Dir Purchasing	*	*	*	*	*	1
317.00 Dir Bookstore	$22,076	$16,426	$19,523	$22,866	$26,721	29
317.10 Assc Dir Bookstore	*	*	*	*	*	3
318.00 Dir Internal Audit	*	*	*	*	*	2
319.00 Dir Aux Services	$31,200	$13,650	$22,000	$32,550	$37,080	9
319.10 Mgr Mail Services	$15,704	$14,767	$15,600	$15,807	$15,912	4
320.00 Dir Campus Security	$29,316	$23,000	$23,800	$35,849	$36,952	7
322.00 Admin Hosp Med Ctr	*	*	*	*	*	1

*3 cases or less

TABLE 25
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $7.3 MILLION OR LESS

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$40,170	$33,600	$38,930	$44,413	$50,645	22
401.10 Dir Annual Giving	$27,812	$16,000	$21,507	$34,117	$35,253	4
401.20 Dir Corp/Fndtn Rel	*	*	*	*	*	1
401.30 Coord Res Dev	*	*	*	*	*	3
402.00 Chf Public Rel Off	$30,018	$26,054	$27,832	$33,412	$37,655	18
403.00 Chf Dev/Pub Rel Off	$31,641	$27,000	$30,470	$32,812	$43,660	8
404.00 Dir Alumni Affairs	$25,093	$20,000	$24,735	$25,450	$29,393	8
405.00 Dir Dev/Alumni Aff	$31,050	$25,800	$30,525	$33,025	$37,241	5
408.00 Dir Community Serv	$40,400	$33,624	$39,262	$41,683	$51,018	21
409.00 Dir Publications	*	*	*	*	*	3
409.10 Assc Dir Publicatns	*	*	*	*	*	3
409.20 Mgr Printing Srv	$23,584	$20,161	$22,880	$24,288	$30,738	8
410.00 Dir Info Office	$27,210	$23,044	$26,420	$28,000	$30,383	8
STUDENT SERVICES						
501.00 Chf Student Aff Off	$48,372	$39,071	$44,675	$50,134	$55,604	55
501.50 Dean of Students	$43,759	$30,000	$40,131	$46,255	$55,521	24
502.00 Chief Admissions Off	$35,025	$27,564	$31,500	$38,170	$43,000	31
502.10 Assc Dir Admissions	$27,560	$18,000	$25,000	$27,763	$31,600	13
502.20 Admissions Counselor	$23,963	$17,161	$21,364	$25,898	$30,779	32
502.30 Academic Advisor	$32,336	$24,570	$30,209	$32,500	$33,873	11
503.00 Dir Adm & Registrar	$39,208	$29,000	$38,259	$40,517	$46,481	13
504.00 Registrar	$30,793	$22,744	$28,646	$32,041	$35,215	41
504.10 Assc Registrar	$19,478	$14,872	$19,055	$19,900	$23,500	4
504.20 Asst Registrar	$15,305	$12,938	$14,050	$16,560	$22,492	6
505.00 Dir Adm/Fin Aid	$31,884	$24,618	$29,252	$36,318	$44,768	5
506.00 Dir Student Fin Aid	$29,586	$23,044	$27,300	$33,500	$39,878	63
506.10 Assc Dir Std Fin Aid	$23,895	$16,200	$19,874	$24,000	$26,364	12
507.00 Dir Food Services	$21,975	$13,700	$20,363	$23,302	$30,271	10
507.10 Assc Dir Food Serv	*	*	*	*	*	3
508.00 Dir Residence Halls	$21,372	$15,000	$20,600	$22,145	$26,698	13
508.10 Assc Dir Std Housing	*	*	*	*	*	1
508.30 Housing Off/Res Life	$17,755	$9,838	$15,000	$20,510	$25,883	4
509.00 Dir Union/Std Act	*	*	*	*	*	3
510.00 Dir Foreign Students	*	*	*	*	*	2
512.00 Dir Std Activities	$26,450	$21,225	$25,750	$28,947	$32,827	13
513.00 Dir Career Dev-Plcmt	$30,757	$23,000	$28,200	$34,353	$41,953	24
514.00 Dir Std Counseling	$34,079	$25,350	$31,209	$35,100	$43,312	27
514.10 Assc Dir Std Cnslg	*	*	*	*	*	2
515.00 Dir Std Hlth-Physicn	*	*	*	*	*	1
516.00 Dir Std Hlth-Nurse	*	*	*	*	*	3
517.00 Dir Campus Minisuries	*	*	*	*	*	3
518.00 Dir Athletics	$32,795	$24,724	$31,788	$34,052	$40,000	23
521.00 Dir Athletics/Women	*	*	*	*	*	2
522.00 Dir Campus Rec	$24,053	$19,031	$24,053	$24,053	$28,000	4
523.00 Chief Enrollment Mgmt	$40,798	$31,000	$33,000	$48,595	$49,899	4
524.00 Dir Minority Affairs	*	*	*	*	*	1
525.00 Dir Conferences	$33,750	$22,211	$29,044	$34,125	$41,497	5

*3 cases or less

TABLE 26
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $7.3 - $12.1 MILLION

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$80,000	$75,190	$77,432	$80,885	$88,300	7
101.10 Asst to Ceo/System	*	*	*	*	*	2
102.00 Ceo / Single Inst	$83,060	$70,294	$78,716	$84,000	$89,505	83
102.10 Asst to Ceo/Single	$36,810	$31,524	$35,830	$45,132	$54,627	21
103.00 Exec Vice Pres	$65,730	$59,325	$65,000	$71,450	$80,640	9
ACADEMIC						
201.00 Chief Acad Off	$61,345	$54,917	$60,000	$62,898	$68,247	80
202.00 Chf Hlth Prof Off	*	*	*	*	*	1
203.00 Dir Library Serv	$38,414	$32,079	$35,925	$41,300	$48,250	60
203.10 Circulatn Librarian	$29,270	$22,512	$26,518	$32,536	$38,423	15
203.20 Acquistns Librarian	$32,817	$22,872	$31,967	$33,666	$34,081	6
203.30 Tech Serv Librarian	$26,655	$24,375	$25,259	$28,234	$35,740	22
203.40 Public Serv Librarian	$26,609	$21,408	$26,347	$30,390	$40,000	9
203.50 Reference Librarian	$30,261	$23,940	$26,333	$34,442	$40,080	22
204.00 Dir Instit Research	$37,800	$31,656	$37,332	$39,034	$47,365	25
205.00 Dir Educ Media Serv	$31,949	$28,000	$30,193	$33,573	$45,347	22
206.00 Dir Learning Res Ctr	$41,356	$33,276	$38,844	$42,480	$46,945	28
208.00 Dir Comp Ctr Opr/Acad	$41,083	$32,536	$39,500	$42,910	$52,538	14
208.10 Assc Dir CC Opr/Acad	*	*	*	*	*	2
209.00 Admn Grants-Contract	$32,191	$24,756	$25,625	$39,416	$46,298	10
211.00 Dean,Agriculture	*	*	*	*	*	1
212.00 Dean,Arts & Letters	$49,900	$44,006	$48,856	$50,950	$52,092	5
213.00 Dean,Arts & Sciences	$48,869	$41,220	$47,427	$50,227	$56,774	18
214.00 Dean,Business	$47,814	$42,515	$46,100	$48,000	$50,780	32
215.00 Dean,Communications	*	*	*	*	*	3
216.00 Dean,Continuing Ed	$48,568	$42,721	$47,014	$50,045	$56,451	45
218.00 Dean,Education	$42,246	$39,102	$39,615	$44,876	$65,000	4
219.00 Dean,Engineering	$49,197	$42,144	$46,464	$53,857	$55,248	16
221.00 Dean,Extension	$45,067	$33,343	$43,476	$46,658	$51,072	8
222.00 Dean,Fine Arts	$47,815	$40,950	$47,408	$48,163	$50,246	5
224.00 Dean,Hlth-Rltd Prof	$47,801	$44,093	$46,500	$49,169	$50,227	16
225.00 Dean,Home Economics	*	*	*	*	*	1
226.00 Dean,Humanities	$50,443	$44,035	$48,929	$51,692	$56,753	15
227.00 Dean,Instruction	$51,567	$43,760	$48,929	$53,249	$60,535	10
228.00 Dean,Law	*	*	*	*	*	1
229.00 Dean,Lib & Inf Sci	*	*	*	*	*	3
230.00 Dean,Mathematics	$45,999	$35,233	$41,060	$46,907	$51,561	5
232.00 Dean,Music	*	*	*	*	*	1
233.00 Dean,Nursing	$48,820	$38,985	$46,781	$51,457	$53,421	17
234.00 Dean,Occ Std/Voc Ed	$48,464	$43,493	$47,800	$50,406	$59,578	29
237.00 Dean,Sciences	$49,128	$43,989	$47,635	$49,914	$56,358	11
238.00 Dean,Social Sciences	$51,058	$38,589	$49,285	$54,379	$59,036	10
240.00 Dean,Special Programs	$41,548	$32,000	$38,000	$43,324	$48,106	13
241.00 Dean,Undergrad Prog	*	*	*	*	*	1
ADMINISTRATIVE						
301.00 Chief Business Off	$57,715	$50,040	$54,600	$58,636	$64,122	74
301.01 Chief Admin Off	$55,250	$51,585	$52,790	$57,000	$63,102	13
301.02 Chief Financial Off	$45,858	$32,652	$44,164	$47,816	$60,816	18
301.20 Dir Telecommunic	$31,760	$22,207	$22,776	$40,743	$48,120	4
302.00 Chief Planning Off	$56,786	$43,547	$52,446	$58,654	$61,562	5
303.00 Chief Budgeting Off	*	*	*	*	*	1
303.10 Assc Budget Dir	$30,246	$23,611	$28,811	$31,680	$49,186	4
304.00 Chief Plan-Budgt Off	*	*	*	*	*	2
306.00 Chf Personnel/HR Off	$37,399	$27,373	$35,604	$39,900	$50,517	26
306.10 Assc Dir Pers/HR	$22,170	$11,161	$20,340	$24,000	$29,129	4
306.20 Manager Benefits	*	*	*	*	*	1
306.30 Manager Training-Dev	*	*	*	*	*	1
306.70 Mgr Wage-Sal/Mgr,Comp	*	*	*	*	*	1
307.00 Dir AA/EEO	$46,017	$30,684	$40,600	$51,433	$59,583	4
308.00 Dir Pers-AA	$37,945	$26,830	$36,014	$39,250	$45,826	30
309.00 Chief Inform Sys Off	$42,064	$34,650	$38,865	$43,827	$46,337	32
309.10 Assc Dir Computer Ctr	$34,509	$28,224	$33,266	$35,968	$43,708	10
309.20 Data Base Admin	*	*	*	*	*	2
309.30 Sys Analyst I-Hi	$31,760	$30,000	$30,468	$34,023	$35,071	14
309.40 Sys Analyst II-Lo	*	*	*	*	*	2
309.50 Prog Analyst I-Hi	$29,370	$25,273	$26,852	$30,209	$35,999	20
309.60 Prog Analyst II-Lo	$23,251	$20,468	$22,235	$24,932	$30,228	15
310.00 Dir Comp Ctr Opr/Ad	$41,098	$35,974	$38,388	$42,286	$45,993	16
310.10 Assc Dir Comp Ctr	*	*	*	*	*	1
312.00 Chf Phys Plnt/Fac	$36,644	$31,313	$34,371	$39,144	$44,328	58
312.10 Assc Dir Phys Plnt	$33,304	$27,774	$29,363	$34,726	$39,573	14
312.20 Mgr Landscape/Grnds	$23,793	$22,409	$23,475	$24,066	$30,000	11
312.30 Mgr Bldg Mnt Trades	$25,843	$23,880	$25,320	$26,366	$32,949	8
312.40 Mgr Tech Trades	*	*	*	*	*	3
312.50 Mgr Custodial Srv	$25,312	$20,000	$23,793	$27,465	$30,000	16
312.60 Mgr Power Plant	*	*	*	*	*	1
313.00 Comptroller	$39,188	$32,544	$36,501	$41,000	$44,664	33
313.10 Manager Payroll	$22,020	$18,819	$20,606	$24,952	$25,989	12
314.00 Dir Accounting	$30,147	$25,220	$29,586	$31,000	$36,328	19
314.10 Staff Accountant-Hi	$26,720	$24,209	$25,960	$28,755	$31,166	17
314.20 Staff Accountant-Lo	$18,778	$16,120	$17,440	$21,646	$26,575	12
315.00 Bursar	$28,225	$27,180	$28,020	$28,430	$31,004	6
316.00 Dir Purchasing	$26,029	$21,786	$25,186	$27,973	$33,440	32
316.10 Assc Dir Purchasing	$20,017	$18,324	$19,821	$20,101	$20,593	5
317.00 Dir Bookstore	$24,364	$20,852	$23,845	$25,000	$29,304	44
317.10 Assc Dir Bookstore	$17,916	$12,653	$17,000	$18,882	$24,887	11
318.00 Dir Internal Audit	$31,420	$23,730	$28,665	$32,360	$33,480	5
319.00 Dir Aux Services	$33,880	$31,771	$33,450	$35,688	$44,750	11

*3 cases or less

TABLE 26
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $7.3 - $12.1 MILLION

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
319.10 Mgr Mail Services	$18,288	$17,160	$18,114	$19,917	$21,793	5
320.00 Dir Campus Security	$24,804	$19,752	$24,093	$25,428	$28,546	21
321.00 Dir Risk Mgt/Ins	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$44,121	$36,578	$41,028	$47,334	$51,745	32
401.10 Dir Annual Giving	$34,000	$29,895	$32,330	$34,500	$39,894	5
401.20 Dir Corp/Fndtn Rel	$31,980	$24,000	$29,943	$33,525	$41,275	9
401.30 Coord Res Dev	*	*	*	*	*	3
402.00 Chf Public Rel Off	$33,363	$25,435	$31,013	$34,104	$38,773	27
403.00 Chf Dev/Pub Rel Off	$37,531	$33,500	$34,502	$44,194	$51,685	10
404.00 Dir Alumni Affairs	*	*	*	*	*	3
405.00 Dir Dev/Alumni Aff	*	*	*	*	*	2
406.00 Dir Spec/Defer Gifts	*	*	*	*	*	1
408.00 Dir Community Serv	$37,825	$30,810	$36,589	$38,798	$44,107	20
409.00 Dir Publications	*	*	*	*	*	3
409.10 Assc Dir Publicatns	*	*	*	*	*	1
409.20 Mgr Printing Srv	$23,460	$21,000	$22,040	$25,464	$33,994	14
410.00 Dir Info Office	$31,720	$26,185	$29,304	$33,831	$36,409	19
411.00 Dir News Bureau	*	*	*	*	*	1
STUDENT SERVICES						
501.00 Chf Student Aff Off	$53,869	$45,920	$51,315	$55,404	$60,133	69
501.50 Dean of Students	$50,186	$47,705	$49,476	$51,195	$58,781	20
502.00 Chief Admissions Off	$37,344	$33,324	$35,700	$39,018	$41,852	27
502.10 Assc Dir Admissions	$28,020	$24,390	$27,562	$28,126	$38,076	7
502.20 Admissions Counselor	$26,730	$20,500	$25,545	$27,375	$35,236	28
502.30 Academic Advisor	$29,939	$22,265	$28,065	$31,910	$39,662	15
503.00 Dir Adm & Registrar	$42,262	$37,058	$39,891	$46,386	$49,708	26
504.00 Registrar	$35,200	$27,671	$32,926	$38,058	$42,372	45
504.10 Assc Registrar	$25,958	$21,749	$23,468	$28,084	$29,283	11
504.20 Asst Registrar	$19,142	$17,275	$17,895	$25,522	$25,710	7
505.00 Dir Adm/Fin Aid	$43,353	$39,307	$43,000	$47,257	$51,867	7
506.00 Dir Student Fin Aid	$33,864	$28,506	$32,897	$37,058	$42,480	67
506.10 Assc Dir Std Fin Aid	$24,688	$21,611	$23,502	$25,381	$32,411	20
507.00 Dir Food Services	$26,182	$20,117	$21,079	$27,487	$33,847	13
507.10 Assc Dir Food Serv	*	*	*	*	*	1
508.00 Dir Residence Halls	$24,848	$18,180	$21,500	$25,270	$40,025	10
508.20 Housing Off/Adm Opr	*	*	*	*	*	3
508.30 Housing Off/Res Life	$23,148	$15,412	$22,295	$24,000	$25,708	6
509.00 Dir Union/Std Act	*	*	*	*	*	1
510.00 Dir Foreign Students	*	*	*	*	*	2
511.00 Dir Student Union	*	*	*	*	*	3
512.00 Dir Std Activities	$26,951	$22,025	$24,953	$28,944	$34,606	40
513.00 Dir Career Dev-Plcmt	$32,820	$23,432	$31,780	$34,030	$39,357	30
514.00 Dir Std Counseling	$38,747	$32,000	$35,490	$41,165	$48,300	42
514.10 Assc Dir Std Cnslg	$27,815	$23,663	$26,385	$29,244	$32,545	6
515.00 Dir Std Hlth-Physicn	*	*	*	*	*	1
516.00 Dir Std Hlth-Nurse	$21,478	$18,580	$19,088	$21,840	$27,661	7
517.00 Dir Campus Ministries	*	*	*	*	*	2
518.00 Dir Athletics	$39,984	$35,280	$39,622	$42,750	$47,595	21
519.00 Dir Sports Info	*	*	*	*	*	3
521.00 Dir Athletics/Women	*	*	*	*	*	1
522.00 Dir Campus Rec	*	*	*	*	*	3
523.00 Chief Enrollment Mgmt	$44,500	$34,446	$41,825	$45,833	$52,500	9
524.00 Dir Minority Affairs	$29,310	$26,946	$29,120	$29,500	$29,520	6
525.00 Dir Conferences	*	*	*	*	*	2

*3 cases or less

TABLE 27
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $12.1 - $20.8 MILLION

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$89,934	$83,579	$89,207	$91,800	$103,906	11
101.10 Asst to Ceo/System	*	*	*	*	*	1
102.00 Ceo / Single Inst	$88,606	$77,336	$85,879	$90,597	$98,844	79
102.10 Asst to Ceo/Single	$40,250	$35,656	$38,610	$50,505	$55,776	19
103.00 Exec Vice Pres	$71,340	$63,610	$70,131	$71,598	$73,634	13
ACADEMIC						
201.00 Chief Acad Off	$66,200	$60,900	$64,500	$67,662	$74,000	79
202.00 Chf Hlth Prof Off	*	*	*	*	*	3
203.00 Dir Library Serv	$46,718	$39,967	$44,187	$47,733	$52,142	50
203.10 Circulatn Librarian	$32,605	$23,943	$27,940	$37,085	$46,299	14
203.20 Acquistns Librarian	$37,192	$27,545	$36,469	$37,914	$50,618	8
203.30 Tech Serv Librarian	$33,995	$27,860	$32,724	$39,411	$45,158	30
203.40 Public Serv Librarian	$36,229	$32,532	$35,966	$39,746	$48,011	21
203.50 Reference Librarian	$33,701	$30,260	$31,427	$35,132	$38,945	31
204.00 Dir Instit Research	$42,516	$34,992	$41,200	$48,685	$56,607	39
204.10 Assc Dir Inst Res	$36,502	$26,000	$35,828	$37,176	$40,300	4
205.00 Dir Educ Media Serv	$36,000	$29,544	$35,000	$36,755	$48,587	23
206.00 Dir Learning Res Ctr	$45,911	$38,026	$44,294	$48,954	$54,249	41
207.00 Dir Internatl Std Ed	*	*	*	*	*	2
208.00 Dir Comp Ctr Opr/Acad	$43,078	$34,956	$40,800	$45,000	$49,931	18
208.10 Assc Dir CC Opr/Acad	*	*	*	*	*	3
209.00 Admn Grants-Contract	$40,442	$32,475	$38,743	$43,512	$60,056	18
211.00 Dean,Agriculture	*	*	*	*	*	3
212.00 Dean,Arts & Letters	$51,500	$43,328	$49,519	$52,074	$73,190	9
213.00 Dean,Arts & Sciences	$55,698	$50,525	$53,892	$58,537	$63,633	22
214.00 Dean,Business	$51,269	$43,270	$49,350	$52,301	$58,056	48
215.00 Dean,Communications	$47,124	$40,965	$45,300	$48,254	$51,007	11
216.00 Dean,Continuing Ed	$50,547	$42,972	$48,656	$53,896	$59,536	50
217.00 Dean,Dentistry	*	*	*	*	*	2
218.00 Dean,Education	$51,033	$45,262	$48,778	$51,809	$56,973	5
219.00 Dean,Engineering	$55,899	$54,000	$55,265	$55,930	$65,566	11
221.00 Dean,Extension	$55,889	$50,200	$53,666	$57,500	$63,800	12
222.00 Dean,Fine Arts	$45,565	$40,660	$44,806	$46,324	$53,238	6
224.00 Dean,Hlth-Rltd Prof	$51,072	$45,700	$49,350	$53,091	$56,498	28
226.00 Dean,Humanities	$50,617	$44,439	$48,145	$54,351	$58,932	20
227.00 Dean,Instruction	$59,038	$54,598	$57,276	$60,316	$64,337	11
229.00 Dean,Lib & Inf Sci	$52,940	$49,803	$50,060	$54,215	$56,161	7
230.00 Dean,Mathematics	$52,400	$41,478	$48,980	$53,378	$55,756	10
233.00 Dean,Nursing	$46,000	$43,415	$44,304	$48,196	$50,619	15
234.00 Dean,Occ Std/Voc Ed	$55,632	$47,235	$52,766	$57,500	$61,212	39
237.00 Dean,Sciences	$52,364	$46,522	$50,977	$52,780	$56,200	23
238.00 Dean,Social Sciences	$51,298	$42,000	$48,780	$52,375	$55,546	24
240.00 Dean,Special Programs	$43,138	$38,979	$41,000	$47,898	$57,500	13
241.00 Dean,Undergrad Prog	*	*	*	*	*	2
242.00 Dean,Veterinary Sci	*	*	*	*	*	1
ADMINISTRATIVE						
301.00 Chief Business Off	$65,920	$59,220	$64,502	$67,104	$71,716	66
301.01 Chief Admin Off	$62,578	$56,489	$61,000	$63,586	$69,155	21
301.02 Chief Financial Off	$54,000	$45,455	$52,612	$55,159	$58,891	25
301.10 Dir Env Health-Safety	*	*	*	*	*	3
301.20 Dir Telecommunic	$41,690	$34,339	$38,384	$44,327	$51,531	5
302.00 Chief Planning Off	$56,840	$51,000	$53,721	$57,039	$60,742	13
303.00 Chief Budgeting Off	$43,774	$37,947	$41,762	$46,473	$51,448	15
303.10 Assc Budget Dir	*	*	*	*	*	1
304.00 Chief Plan-Budgt Off	$50,003	$44,500	$45,700	$54,305	$67,411	4
305.00 General Counsel	*	*	*	*	*	2
306.00 Chf Personnel/HR Off	$45,904	$37,560	$43,854	$47,783	$53,247	43
306.10 Assc Dir Pers/HR	$31,129	$27,948	$28,000	$34,257	$44,782	6
306.20 Manager Benefits	$27,108	$23,087	$26,080	$28,223	$28,850	7
306.60 Manager Employment	$30,609	$23,080	$27,878	$31,140	$35,062	5
306.70 Mgr Wage-Sal/Mgr,Comp	*	*	*	*	*	2
307.00 Dir AA/EEO	$43,311	$28,000	$39,848	$46,774	$51,500	8
307.10 Assc Dir AA/EEO	*	*	*	*	*	1
308.00 Dir Pers-AA	$44,608	$36,893	$41,370	$45,951	$51,889	29
309.00 Chief Inform Sys Off	$50,000	$43,654	$47,704	$51,942	$57,111	43
309.10 Assc Dir Computer Ctr	$39,211	$30,050	$36,825	$41,596	$48,000	8
309.20 Data Base Admin	$39,554	$27,000	$39,487	$40,000	$42,000	7
309.30 Sys Analyst I-Hi	$35,040	$29,175	$34,599	$37,873	$43,869	22
309.40 Sys Analyst II-Lo	*	*	*	*	*	3
309.50 Prog Analyst I-Hi	$30,500	$26,289	$29,326	$32,199	$34,918	27
309.60 Prog Analyst II-Lo	$27,759	$21,694	$27,549	$29,937	$32,138	24
310.00 Dir Comp Ctr Opr/Ad	$41,412	$33,343	$37,150	$46,385	$53,314	27
310.10 Assc Dir Comp Ctr	$37,732	$25,653	$37,096	$40,567	$40,602	7
312.00 Chf Phys Plnt/Fac	$45,500	$36,336	$41,855	$47,533	$53,115	78
312.10 Assc Dir Phys Plnt	$37,292	$33,190	$36,800	$38,272	$44,487	22
312.20 Mgr Landscape/Grnds	$28,973	$24,024	$27,875	$31,750	$34,918	18
312.30 Mgr Bldg Mnt Trades	$32,718	$25,508	$30,095	$32,775	$37,578	15
312.40 Mgr Tech Trades	$29,783	$26,700	$29,356	$30,209	$32,169	4
312.50 Mgr Custodial Srv	$28,000	$23,268	$26,151	$32,354	$35,287	31
312.60 Mgr Power Plant	$32,004	$29,531	$30,830	$34,752	$39,528	5
313.00 Comptroller	$44,563	$35,977	$43,778	$46,496	$53,439	43
313.10 Manager Payroll	$29,535	$23,996	$27,995	$30,360	$34,456	24
314.00 Dir Accounting	$34,573	$31,824	$34,000	$35,615	$43,863	28
314.10 Staff Accountant-Hi	$31,889	$27,000	$30,305	$33,990	$36,495	29
314.20 Staff Accountant-Lo	$23,990	$19,440	$23,459	$24,200	$28,592	19
315.00 Bursar	$34,287	$28,755	$32,454	$39,161	$41,304	14
315.10 Assc Bursar	*	*	*	*	*	1
316.00 Dir Purchasing	$33,475	$28,089	$32,550	$36,225	$40,000	43

*3 cases or less

TABLE 27
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $12.1 - $20.8 MILLION

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
316.10 Assc Dir Purchasing	$26,691	$24,235	$25,000	$28,182	$28,634	7
317.00 Dir Bookstore	$32,873	$25,812	$30,897	$33,995	$38,079	46
317.10 Assc Dir Bookstore	$23,627	$20,566	$21,000	$26,048	$27,120	12
318.00 Dir Internal Audit	$35,000	$31,000	$34,770	$35,000	$41,471	9
319.00 Dir Aux Services	$35,430	$33,043	$34,915	$38,694	$45,678	10
319.10 Mgr Mail Services	$22,866	$17,120	$21,694	$26,000	$28,956	17
320.00 Dir Campus Security	$30,732	$24,823	$29,258	$33,736	$41,689	41
321.00 Dir Risk Mgt/Ins	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$50,812	$41,832	$49,222	$58,694	$67,000	31
401.10 Dir Annual Giving	$32,511	$23,265	$25,000	$40,021	$41,900	6
401.20 Dir Corp/Fndtn Rel	$41,338	$27,000	$37,140	$45,300	$48,186	9
401.30 Coord Res Dev	*	*	*	*	*	2
401.40 Dir Estate Pln	*	*	*	*	*	1
402.00 Chf Public Rel Off	$43,032	$35,015	$39,798	$45,396	$50,985	35
402.10 Dir Gov/Leg Rel	*	*	*	*	*	1
403.00 Chf Dev/Pub Rel Off	$43,298	$34,608	$41,891	$44,704	$48,453	8
404.00 Dir Alumni Affairs	$26,780	$21,514	$24,904	$27,190	$35,775	5
405.00 Dir Dev/Alumni Aff	$39,000	$28,200	$35,999	$43,680	$46,325	7
408.00 Dir Community Serv	$44,608	$40,000	$41,824	$48,472	$57,219	23
409.00 Dir Publications	$33,695	$29,000	$32,029	$37,032	$38,978	17
409.10 Assc Dir Publicatns	*	*	*	*	*	3
409.20 Mgr Printing Srv	$26,173	$23,490	$24,744	$28,175	$31,234	22
410.00 Dir Info Office	$35,416	$28,812	$33,332	$36,330	$39,800	24
411.00 Dir News Bureau	*	*	*	*	*	2
STUDENT SERVICES						
501.00 Chf Student Aff Off	$59,916	$51,024	$55,877	$62,082	$67,128	65
501.50 Dean of Students	$56,677	$44,869	$53,148	$58,548	$63,600	24
502.00 Chief Admissions Off	$45,768	$37,058	$42,549	$48,186	$56,090	39
502.10 Assc Dir Admissions	$35,000	$28,100	$33,956	$35,763	$38,000	9
502.20 Admissions Counselor	$27,635	$23,801	$26,993	$29,206	$35,621	30
502.30 Academic Advisor	$29,764	$26,434	$29,295	$31,465	$38,557	17
503.00 Dir Adm & Registrar	$42,755	$40,424	$42,340	$44,508	$51,064	31
504.00 Registrar	$43,500	$32,800	$39,660	$45,700	$51,221	41
504.10 Assc Registrar	$30,200	$29,200	$30,053	$31,543	$41,076	7
504.20 Asst Registrar	$28,884	$24,930	$26,213	$29,198	$31,274	11
505.00 Dir Adm/Fin Aid	*	*	*	*	*	1
506.00 Dir Student Fin Aid	$40,614	$35,000	$39,048	$43,301	$48,485	76
506.10 Assc Dir Std Fin Aid	$30,081	$22,390	$28,248	$31,696	$32,240	19
507.00 Dir Food Services	$30,000	$24,675	$27,942	$33,456	$38,273	15
507.10 Assc Dir Food Serv	*	*	*	*	*	1
508.00 Dir Residence Halls	$30,513	$26,934	$29,183	$31,478	$35,077	10
508.10 Assc Dir Std Housing	*	*	*	*	*	2
508.20 Housing Off/Adm Opr	*	*	*	*	*	1
508.30 Housing Off/Res Life	$25,914	$23,655	$24,827	$27,000	$32,012	4
509.00 Dir Union/Std Act	$41,440	$29,559	$36,720	$43,847	$46,383	5
510.00 Dir Foreign Students	*	*	*	*	*	3
511.00 Dir Student Union	*	*	*	*	*	2
512.00 Dir Std Activities	$31,765	$25,150	$30,000	$35,081	$41,549	42
513.00 Dir Career Dev-Plcmt	$36,225	$29,895	$32,557	$39,972	$43,173	37
514.00 Dir Std Counseling	$45,910	$38,925	$43,700	$49,000	$54,220	51
514.10 Assc Dir Std Cnslg	$36,000	$31,834	$34,000	$36,600	$39,676	5
515.00 Dir Std Hlth-Physicn	*	*	*	*	*	1
516.00 Dir Std Hlth-Nurse	$27,488	$22,464	$26,942	$28,465	$30,341	16
517.00 Dir Campus Ministries	*	*	*	*	*	1
518.00 Dir Athletics	$44,112	$39,000	$43,000	$45,492	$51,450	36
519.00 Dir Sports Info	*	*	*	*	*	1
520.00 Dir Athletics/Men	*	*	*	*	*	1
522.00 Dir Campus Rec	$33,557	$22,663	$26,184	$35,316	$47,252	11
523.00 Chief Enrollment Mgmt	$45,100	$33,600	$39,200	$53,268	$55,500	12
524.00 Dir Minority Affairs	$38,933	$25,945	$36,033	$40,500	$51,438	12
525.00 Dir Conferences	$35,320	$31,100	$31,200	$39,255	$41,941	7

*3 cases or less

TABLE 28
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $20.8 MILLION OR MORE

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
EXECUTIVE						
101.00 CEO / SYSTEM	$102,893	$89,047	$99,031	$104,832	$108,950	23
101.10 Asst to Ceo/System	$51,300	$48,326	$50,705	$54,691	$61,635	11
102.00 Ceo / Single Inst	$99,940	$87,200	$95,000	$101,901	$110,880	69
102.10 Asst to Ceo/Single	$51,492	$40,626	$46,658	$57,174	$69,159	25
103.00 Exec Vice Pres	$80,797	$69,779	$77,400	$87,169	$95,000	18
ACADEMIC						
201.00 Chief Acad Off	$75,080	$67,730	$73,772	$78,866	$84,254	77
202.00 Chf Hlth Prof Off	*	*	*	*	*	2
203.00 Dir Library Serv	$51,929	$44,300	$49,409	$54,843	$59,535	52
203.10 Circulatn Librarian	$38,749	$31,522	$37,203	$44,787	$53,882	17
203.20 Acquistns Librarian	$36,826	$31,644	$34,649	$39,371	$46,219	17
203.30 Tech Serv Librarian	$38,525	$34,345	$37,279	$40,679	$43,575	31
203.40 Public Serv Librarian	$41,620	$34,657	$41,000	$42,212	$47,965	18
203.50 Reference Librarian	$40,945	$35,649	$38,548	$44,746	$51,439	26
204.00 Dir Instit Research	$52,182	$43,762	$49,024	$53,400	$61,334	62
204.10 Assc Dir Inst Res	$36,416	$35,611	$35,855	$38,715	$39,067	7
205.00 Dir Educ Media Serv	$43,990	$35,427	$43,044	$44,494	$55,077	28
206.00 Dir Learning Res Ctr	$55,367	$47,228	$51,888	$61,054	$69,322	45
207.00 Dir Internatl Std Ed	$46,131	$41,500	$44,850	$51,158	$55,300	7
208.00 Dir Comp Ctr Opr/Acad	$54,400	$41,443	$50,262	$55,960	$66,571	15
208.10 Assc Dir CC Opr/Acad	$51,246	$32,000	$41,343	$61,149	$61,531	4
209.00 Admn Grants-Contract	$44,382	$36,362	$42,564	$48,000	$56,955	36
211.00 Dean,Agriculture	$64,015	$44,908	$63,811	$64,218	$69,714	6
212.00 Dean,Arts & Letters	$62,650	$48,755	$59,550	$63,975	$73,496	10
213.00 Dean,Arts & Sciences	$63,696	$52,182	$60,899	$69,390	$72,720	23
214.00 Dean,Business	$58,935	$50,166	$56,247	$63,000	$69,415	56
215.00 Dean,Communications	$67,529	$59,171	$62,817	$69,738	$72,937	10
216.00 Dean,Continuing Ed	$60,356	$51,007	$56,581	$64,590	$73,009	49
218.00 Dean,Education	$58,817	$49,776	$56,715	$60,918	$66,000	6
219.00 Dean,Engineering	$61,500	$54,708	$61,033	$62,264	$67,650	16
221.00 Dean,Extension	$65,234	$60,096	$63,466	$67,799	$73,059	10
222.00 Dean,Fine Arts	$65,124	$57,178	$60,767	$66,500	$70,100	11
224.00 Dean,Hlth-Rltd Prof	$59,782	$49,699	$54,524	$61,419	$69,565	45
225.00 Dean,Home Economics	*	*	*	*	*	3
226.00 Dean,Humanities	$57,565	$51,610	$55,275	$60,958	$69,021	25
227.00 Dean,Instruction	$64,714	$57,000	$61,807	$68,100	$72,394	12
228.00 Dean,Law	*	*	*	*	*	2
229.00 Dean,Lib & Inf Sci	$54,578	$50,486	$52,535	$56,620	$64,264	6
230.00 Dean,Mathematics	$59,902	$52,900	$57,332	$61,695	$69,714	22
232.00 Dean,Music	*	*	*	*	*	2
233.00 Dean,Nursing	$56,508	$49,654	$54,083	$61,766	$69,059	15
234.00 Dean,Occ Std/Voc Ed	$64,753	$54,130	$59,683	$66,924	$72,440	42
236.00 Dean,Public Health	*	*	*	*	*	1
237.00 Dean,Sciences	$59,202	$49,200	$56,686	$61,207	$68,912	24
238.00 Dean,Social Sciences	$61,880	$52,308	$55,394	$68,838	$70,798	25
239.00 Dean,Social Work	*	*	*	*	*	2
240.00 Dean,Special Programs	$57,806	$51,197	$55,393	$61,087	$67,944	16
241.00 Dean,Undergrad Prog	*	*	*	*	*	1
ADMINISTRATIVE						
301.00 Chief Business Off	$76,871	$66,500	$74,000	$81,487	$86,533	79
301.01 Chief Admin Off	$70,684	$65,000	$68,000	$70,848	$78,478	9
301.02 Chief Financial Off	$69,092	$59,953	$68,116	$71,898	$76,034	31
301.10 Dir Env Health-Safety	*	*	*	*	*	3
301.20 Dir Telecommunic	$49,668	$41,304	$44,300	$50,875	$55,265	17
302.00 Chief Planning Off	$68,666	$44,962	$60,693	$69,960	$76,879	19
303.00 Chief Budgeting Off	$50,548	$39,205	$43,866	$56,631	$59,500	24
303.10 Assc Budget Dir	$44,280	$35,555	$42,020	$49,112	$68,000	10
304.00 Chief Plan-Budgt Off	*	*	*	*	*	2
305.00 General Counsel	$57,571	$48,378	$50,000	$66,500	$67,749	7
305.10 Staff Attorneys	*	*	*	*	*	1
306.00 Chf Personnel/HR Off	$58,320	$47,800	$55,776	$66,120	$71,659	66
306.10 Assc Dir Pers/HR	$42,432	$38,227	$41,640	$45,122	$62,000	28
306.20 Manager Benefits	$32,093	$27,723	$31,380	$33,394	$36,924	26
306.30 Manager Training-Dev	$41,077	$31,920	$37,238	$44,028	$58,516	14
306.50 Manager Labor Rel	*	*	*	*	*	1
306.60 Manager Employment	$31,992	$28,793	$31,355	$35,400	$43,735	16
306.70 Mgr Wage-Sal/Mgr,Comp	$31,410	$23,814	$30,979	$31,840	$57,400	8
306.80 Mgr Personnel Inf Sys	$35,015	$31,079	$34,703	$37,741	$48,516	10
307.00 Dir AA/EEO	$47,537	$42,000	$46,280	$50,843	$61,070	28
307.10 Assc Dir AA/EEO	*	*	*	*	*	2
308.00 Dir Pers-AA	$51,515	$42,450	$49,593	$59,437	$69,257	19
309.00 Chief Inform Sys Off	$63,197	$51,380	$60,648	$65,866	$71,855	56
309.10 Assc Dir Computer Ctr	$50,290	$37,466	$48,162	$52,398	$62,260	19
309.20 Data Base Admin	$49,485	$40,408	$45,307	$52,888	$58,918	19
309.30 Sys Analyst I-Hi	$42,698	$36,384	$41,698	$44,093	$51,325	30
309.40 Sys Analyst II-Lo	$35,059	$30,500	$33,198	$35,738	$41,200	14
309.50 Prog Analyst I-Hi	$39,000	$32,500	$36,198	$39,909	$43,280	46
309.60 Prog Analyst II-Lo	$30,226	$26,701	$29,000	$33,448	$36,504	36
310.00 Dir Comp Ctr Opr/Ad	$55,174	$48,684	$51,348	$56,829	$62,230	36
310.10 Assc Dir Comp Ctr	$47,980	$43,574	$45,737	$48,548	$53,338	11
312.00 Chf Phys Plnt/Fac	$55,285	$44,306	$52,638	$57,707	$64,060	75
312.10 Assc Dir Phys Plnt	$42,768	$34,114	$38,652	$48,389	$53,800	39
312.20 Mgr Landscape/Grnds	$29,198	$25,329	$27,771	$31,920	$36,228	26
312.30 Mgr Bldg Mnt Trades	$38,593	$35,054	$38,113	$40,328	$46,602	25
312.40 Mgr Tech Trades	$35,176	$32,764	$34,409	$36,666	$37,863	11
312.50 Mgr Custodial Srv	$33,642	$27,048	$31,518	$34,892	$38,676	36
312.60 Mgr Power Plant	$37,380	$35,798	$35,996	$38,763	$41,100	6
313.00 Comptroller	$56,248	$45,225	$51,905	$59,467	$65,163	45

*3 cases or less

TABLE 28
SALARY PERCENTILES
TWO YEAR INSTITUTIONS WITH BUDGETS OF $20.8 MILLION OR MORE

CUPA 1992-93 ADCOMP SURVEY	Median Salary	20th Percentile	40th Percentile	60th Percentile	80th Percentile	Number of Cases
313.10 Manager Payroll	$33,305	$26,780	$30,123	$35,385	$42,313	42
314.00 Dir Accounting	$44,705	$36,277	$43,338	$46,537	$51,877	35
314.10 Staff Accountant-Hi	$38,543	$31,640	$35,424	$40,305	$43,058	36
314.20 Staff Accountant-Lo	$31,000	$25,233	$26,408	$32,391	$34,840	27
315.00 Bursar	$40,583	$33,140	$39,904	$46,928	$54,370	21
315.10 Assc Bursar	$34,301	$33,542	$33,794	$36,319	$37,780	7
316.00 Dir Purchasing	$42,401	$32,910	$39,363	$45,200	$51,830	58
316.10 Assc Dir Purchasing	$34,409	$26,339	$34,350	$38,155	$46,131	13
317.00 Dir Bookstore	$40,010	$32,989	$36,481	$41,144	$46,245	43
317.10 Assc Dir Bookstore	$32,145	$26,427	$29,188	$35,390	$36,900	16
318.00 Dir Internal Audit	$44,573	$35,200	$39,180	$45,491	$52,831	19
319.00 Dir Aux Services	$50,262	$45,050	$47,300	$53,748	$58,135	19
319.10 Mgr Mail Services	$24,277	$21,526	$22,913	$25,191	$32,997	18
320.00 Dir Campus Security	$40,236	$32,999	$38,836	$43,453	$48,936	46
321.00 Dir Risk Mgt/Ins	$47,093	$41,395	$46,272	$48,277	$52,922	9
322.10 Dir Med Ctr Pub Rel	*	*	*	*	*	1
EXTERNAL AFFAIRS						
401.00 Chief Developmnt Off	$63,000	$49,554	$60,550	$68,205	$78,806	27
401.10 Dir Annual Giving	$44,404	$31,600	$43,136	$48,617	$51,631	9
401.20 Dir Corp/Fndtn Rel	$55,180	$39,884	$55,000	$59,082	$68,870	13
401.30 Coord Res Dev	$44,860	$26,507	$39,000	$46,200	$49,900	7
402.00 Chf Public Rel Off	$50,172	$44,594	$47,346	$53,253	$59,745	45
402.10 Dir Gov/Leg Rel	$51,292	$49,029	$49,334	$53,249	$66,055	4
403.00 Chf Dev/Pub Rel Off	$60,528	$42,704	$54,168	$64,714	$76,372	10
404.00 Dir Alumni Affairs	$34,730	$30,828	$34,108	$35,352	$37,908	6
405.00 Dir Dev/Alumni Aff	$51,295	$40,000	$49,965	$52,624	$55,100	6
408.00 Dir Community Serv	$47,385	$43,728	$46,925	$51,820	$65,208	19
409.00 Dir Publications	$40,417	$31,593	$39,664	$41,364	$52,943	18
409.10 Assc Dir Publicatns	*	*	*	*	*	1
409.20 Mgr Printing Srv	$32,522	$27,072	$31,501	$35,871	$47,694	30
410.00 Dir Info Office	$44,309	$34,259	$42,327	$46,547	$50,556	26
411.00 Dir News Bureau	$32,890	$25,781	$32,586	$35,245	$37,902	5
STUDENT SERVICES						
501.00 Chf Student Aff Off	$70,144	$61,059	$65,005	$73,710	$80,804	74
501.50 Dean of Students	$57,830	$52,245	$56,955	$62,925	$69,387	26
502.00 Chief Admissions Off	$49,794	$39,705	$48,946	$54,402	$65,123	40
502.10 Assc Dir Admissions	$35,321	$32,260	$34,523	$36,429	$40,128	17
502.20 Admissions Counselor	$32,782	$27,476	$31,726	$33,447	$36,723	16
502.30 Academic Advisor	$33,820	$26,100	$30,990	$35,850	$37,944	14
503.00 Dir Adm & Registrar	$51,139	$38,650	$47,900	$53,482	$67,613	33
504.00 Registrar	$51,493	$37,422	$46,732	$53,338	$58,250	51
504.10 Assc Registrar	$37,923	$33,564	$36,600	$42,578	$45,577	19
504.20 Asst Registrar	$35,944	$28,608	$33,600	$37,979	$42,177	16
505.00 Dir Adm/Fin Aid	*	*	*	*	*	3
506.00 Dir Student Fin Aid	$47,341	$38,127	$43,000	$48,925	$55,330	77
506.10 Assc Dir Std Fin Aid	$34,675	$30,649	$33,534	$35,043	$37,500	31
507.00 Dir Food Services	$38,434	$28,911	$34,186	$39,825	$47,223	18
507.10 Assc Dir Food Serv	$25,905	$19,724	$24,059	$27,750	$32,767	6
508.00 Dir Residence Halls	*	*	*	*	*	2
508.10 Assc Dir Std Housing	*	*	*	*	*	1
508.20 Housing Off/Adm Opr	*	*	*	*	*	1
508.30 Housing Off/Res Life	*	*	*	*	*	2
509.00 Dir Union/Std Act	$64,439	$45,420	$57,902	$66,688	$70,072	5
510.00 Dir Foreign Students	$36,836	$25,888	$31,539	$37,837	$39,232	10
511.00 Dir Student Union	*	*	*	*	*	2
511.10 Assc Dir Std Union	*	*	*	*	*	3
512.00 Dir Std Activities	$40,000	$29,896	$37,380	$44,692	$53,598	63
513.00 Dir Career Dev-Plcmt	$42,955	$34,152	$39,200	$46,559	$51,453	49
514.00 Dir Std Counseling	$52,742	$45,466	$51,421	$58,743	$67,780	50
514.10 Assc Dir Std Cnslg	$39,283	$31,830	$37,762	$40,804	$43,328	6
515.00 Dir Std Hlth-Physicn	*	*	*	*	*	3
516.00 Dir Std Hlth-Nurse	$35,367	$29,484	$35,000	$36,632	$52,276	18
518.00 Dir Athletics	$52,581	$39,946	$46,665	$57,692	$62,181	36
519.00 Dir Sports Info	*	*	*	*	*	2
520.00 Dir Athletics/Men	*	*	*	*	*	2
521.00 Dir Athletics/Women	*	*	*	*	*	1
522.00 Dir Campus Rec	$27,379	$21,161	$26,834	$31,792	$39,068	9
523.00 Chief Enrollment Mgmt	$47,424	$37,500	$45,916	$47,923	$65,087	9
524.00 Dir Minority Affairs	$43,309	$32,301	$38,912	$44,279	$53,305	10
525.00 Dir Conferences	$32,175	$29,210	$32,116	$32,624	$43,758	5

*3 cases or less

TABLE 29
COMPARISON OF MEDIAN SALARIES BETWEEN MALES AND FEMALES FOR DOCTORAL AND COMPREHENSIVE INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	DOCTORAL INSTITUTIONS						COMPREHENSIVE INSTITUTIONS					
	MALES			FEMALES			MALES			FEMALES		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
EXECUTIVE												
101.00 CEO / SYSTEM	154,340	6.0	22	130,973	1.0	4	121,577	5.0	17	*	*	
101.10 Asst to Ceo/System	80,243	2.5	8	62,000	4.0	5	*	3.0	3	*	7.0	1
102.00 Ceo / Single Inst	142,326	4.0	134	120,300	3.0	9	104,456	5.0	238	95,320	2.0	33
102.10 Asst to Ceo/Single	72,168	4.0	34	60,500	4.0	50	61,248	4.5	72	46,500	3.5	76
103.00 Exec Vice Pres	129,291	2.5	36	138,008	3.5	4	77,434	4.0	37	76,975	6.0	6
ACADEMIC												
201.00 Chief Acad Off	120,000	3.0	135	112,000	1.0	24	86,124	3.0	224	88,342	2.0	48
202.00 Chf Hlth Prof Off	201,200	5.0	34	*	6.0	1	96,200	3.0	11	58,492	2.2	4
203.00 Dir Library Serv	83,571	7.5	86	84,600	4.0	65	60,439	8.0	158	51,030	4.0	105
203.10 Circulatn Librarian	38,392	5.5	30	35,872	5.5	82	32,879	5.0	29	28,991	4.0	113
203.20 Acquistns Librarian	42,045	11.0	31	40,000	4.5	78	40,145	9.0	45	32,925	7.0	108
203.30 Tech Serv Librarian	50,764	8.0	39	52,470	6.0	63	36,638	8.0	46	36,660	6.0	127
203.40 Public Serv Librarian	53,387	5.5	34	52,288	4.0	57	39,117	6.0	35	36,550	6.0	84
203.50 Reference Librarian	42,423	4.0	36	40,050	5.0	69	38,388	12.0	59	31,922	6.0	123
204.00 Dir Instit Research	63,512	5.5	62	56,375	5.0	43	50,351	6.0	88	48,166	4.5	54
204.10 Assc Dir Inst Res	48,026	5.0	21	44,366	4.0	16	39,504	4.0	22	34,374	3.0	14
205.00 Dir Educ Media Serv	55,000	7.0	64	41,058	7.5	16	40,300	8.0	115	34,675	7.0	31
206.00 Dir Learning Res Ctr	52,957	10.0	27	41,895	5.0	17	44,719	7.0	39	34,770	5.0	42
207.00 Dir Internatl Std Ed	67,565	4.0	47	46,309	3.0	22	51,950	5.0	53	40,661	2.0	25
208.00 Dir Comp Ctr Opr/Acad	74,640	6.0	68	66,582	3.0	10	52,000	5.0	94	51,150	4.5	20
208.10 Assc Dir CC Opr/Acad	56,565	7.5	28	43,103	5.0	5	46,350	7.0	32	35,263	3.0	12
209.00 Admn Grants-Contract	68,749	6.0	84	55,132	4.0	38	56,700	5.0	71	40,500	3.0	64
210.00 Dean,Architecture	96,216	4.0	47	*	.4	1	85,540	5.5	4	*	*	
211.00 Dean,Agriculture	105,600	5.0	46	*	*		71,873	3.0	15	*	*	
212.00 Dean,Arts & Letters	94,706	7.0	21	*	1.2	2	73,056	3.0	31	69,000	2.0	9
213.00 Dean,Arts & Sciences	100,478	4.0	82	98,500	2.5	14	75,000	3.0	122	72,120	1.0	34
214.00 Dean,Business	113,434	4.0	136	*	8.0	3	80,975	4.0	201	73,608	2.0	15
215.00 Dean,Communications	94,000	6.5	26	90,450	2.0	6	66,600	3.0	13	45,025	4.5	4
216.00 Dean,Continuing Ed	80,000	7.0	59	77,604	4.0	21	65,776	6.0	87	57,528	3.0	38
217.00 Dean,Dentistry	131,622	6.0	26	*	*		*	8.0	3	*	*	
218.00 Dean,Education	92,600	4.0	86	89,900	3.0	23	71,138	4.0	125	70,657	3.0	54
219.00 Dean,Engineering	117,500	4.0	110	*	10.0	1	90,034	6.0	60	*	2.0	3
221.00 Dean,Extension	96,650	8.0	21	92,403	2.0	4	63,718	5.0	9	55,363	5.5	4
222.00 Dean,Fine Arts	89,841	4.5	32	90,652	2.0	9	72,400	5.0	49	71,518	4.0	7
223.00 Dean,Graduate Program	91,700	4.0	99	90,000	3.0	18	66,978	4.5	112	64,750	4.0	48
224.00 Dean,Hlth-Rltd Prof	92,817	8.0	19	86,150	6.0	9	74,136	4.0	33	70,000	3.0	10
225.00 Dean,Home Economics	98,694	6.0	8	92,776	5.0	22	*	*		65,330	6.5	6
226.00 Dean,Humanities	97,830	5.0	15	97,000	4.0	5	65,000	2.0	27	61,313	4.0	16
227.00 Dean,Instruction	*	12.0	1	*	.4	1	*	*		*	3.0	1
228.00 Dean,Law	130,000	4.0	67	149,500	5.5	6	125,650	4.5	28	*	3.0	2
229.00 Dean,Lib & Inf Sci	88,388	5.0	18	90,000	4.0	8	66,700	6.5	14	68,397	2.5	8
230.00 Dean,Mathematics	92,750	2.5	6	*	*		59,026	5.5	14	*	4.0	3
231.00 Dean,Medicine	192,360	4.0	40	*	*		171,409	5.5	6	*	*	
232.00 Dean,Music	89,980	7.0	23	*	14.0	1	69,000	7.0	15	*	*	
233.00 Dean,Nursing	*	7.0	1	97,250	4.0	68	*	19.0	1	68,000	4.0	69
234.00 Dean,Occ Std/Voc Ed	80,070	5.0	8	*	3.0	3	71,975	6.0	30	70,184	2.0	5
235.00 Dean,Pharmacy	107,488	5.0	33	*	*		86,060	5.0	9	*	1.0	1
236.00 Dean,Public Health	138,348	6.0	10	*	4.5	2	*	13.0	1	*	*	
237.00 Dean,Sciences	109,400	3.0	37	*	1.0	3	71,472	4.0	63	75,641	6.0	5
238.00 Dean,Social Sciences	103,625	4.0	16	*	4.5	2	73,054	6.0	29	57,850	1.5	6
239.00 Dean,Social Work	96,385	5.5	26	93,000	4.0	15	75,000	8.0	11	*	2.0	1
240.00 Dean,Special Programs	*	13.0	3	*	6.0	3	58,710	7.0	11	59,151	6.5	8
241.00 Dean,Undergrad Prog	85,218	3.0	23	78,597	3.5	12	66,502	6.0	19	56,000	4.0	11
242.00 Dean,Veterinary Sci	117,170	6.0	17	*	*		*	2.0	1	*	*	
ADMINISTRATIVE												
301.00 Chief Business Off	103,934	6.5	116	98,000	3.0	9	81,424	6.0	223	70,370	3.0	18
301.01 Chief Admin Off	95,220	4.0	32	121,704	5.0	5	78,000	5.0	45	65,640	1.0	11
301.02 Chief Financial Off	83,174	4.0	65	89,000	3.0	8	70,000	6.0	84	61,044	3.0	20
301.10 Dir Env Health-Safety	57,750	5.0	96	56,672	2.5	10	42,859	4.0	44	37,386	3.0	13
301.20 Dir Telecommunic	61,596	5.5	82	53,357	5.5	26	44,000	5.5	80	43,094	5.0	31
302.00 Chief Planning Off	84,050	5.0	23	81,886	3.5	8	63,990	5.0	38	56,402	3.5	8
303.00 Chief Budgeting Off	67,511	6.0	78	61,857	5.0	29	54,948	7.0	79	49,400	4.0	50
303.10 Assc Budget Dir	59,460	5.0	33	48,552	4.0	30	43,959	4.5	28	34,600	4.0	29
304.00 Chief Plan-Budgt Off	88,008	4.0	24	73,412	2.5	6	65,600	11.5	12	58,780	3.0	8
305.00 General Counsel	90,000	7.0	66	81,950	6.0	23	63,000	7.0	35	63,264	2.5	17
305.10 Staff Attorneys	57,514	5.0	11	52,500	2.5	20	46,356	2.5	4	*	4.0	3
306.00 Chf Personnel/HR Off	70,375	5.0	91	69,160	2.0	65	54,644	7.5	124	49,926	5.0	102
306.10 Assc Dir Pers/HR	52,273	4.0	31	44,078	3.0	41	45,000	6.0	26	38,013	4.0	69
306.20 Manager Benefits	46,737	7.5	38	40,006	4.0	79	36,168	4.5	16	31,188	4.0	109
306.30 Manager Training-Dev	44,036	4.0	16	40,165	3.0	56	35,711	4.5	8	31,722	3.0	29
306.40 Manager Empl Relatns	50,754	6.0	17	40,598	3.5	26	45,860	3.0	7	35,615	4.5	10
306.50 Manager Labor Rel	51,463	6.5	20	61,032	3.0	6	59,483	4.0	8	*	3.0	2
306.60 Manager Employment	42,000	4.5	30	39,288	4.0	65	36,000	4.0	13	30,641	4.0	61
306.70 Mgr Wage-Sal/Mgr,Comp	46,774	3.0	30	40,000	4.0	56	35,532	4.0	25	32,026	2.0	29
306.80 Mgr Personnel Inf Sys	48,621	5.0	26	39,234	4.0	31	41,672	5.0	10	30,315	5.0	22
307.00 Dir AA/EEO	61,457	5.0	40	56,736	4.5	74	51,750	3.0	42	45,434	5.0	64
307.10 Assc Dir AA/EEO	39,632	2.5	10	39,195	3.0	26	*	*		39,053	3.0	13
308.00 Dir Pers-AA	57,410	8.5	4	49,400	8.0	5	50,466	8.0	17	39,250	6.0	24
309.00 Chief Inform. Sys Off	79,156	6.0	96	90,500	3.5	10	63,826	7.0	167	51,801	4.0	13
309.10 Assc Dir Computer Ctr	66,488	5.0	36	59,875	6.5	4	48,978	7.0	56	36,600	8.0	8
309.20 Data Base Admin	51,600	6.0	52	47,653	5.5	16	41,077	5.0	48	39,887	7.0	15
309.30 Sys Analyst I-Hi	42,634	5.0	33	42,000	3.0	4	39,264	6.0	73	39,051	6.0	25
309.40 Sys Analyst II-Lo	35,632	3.5	14	34,936	5.5	6	29,947	4.0	47	30,315	4.0	21
309.50 Prog Analyst I-Hi	37,344	5.5	16	32,502	6.0	17	34,495	5.0	78	30,100	4.0	43
309.60 Prog Analyst II-Lo	28,350	3.0	17	29,544	4.0	12	26,900	2.0	47	26,780	3.0	40

*3 cases or less

TABLE 29
COMPARISON OF MEDIAN SALARIES BETWEEN MALES AND FEMALES FOR DOCTORAL AND COMPREHENSIVE INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	DOCTORAL INSTITUTIONS						COMPREHENSIVE INSTITUTIONS					
	MALES			FEMALES			MALES			FEMALES		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
310.00 Dir Comp Ctr Opr/Ad	69,207	7.0	74	67,252	4.0	17	52,860	9.0	108	47,011	4.5	30
310.10 Assc Dir Comp Ctr	58,463	8.0	35	61,468	5.0	4	45,486	5.0	43	44,610	3.5	8
312.00 Chf Phys Plnt/Fac	75,909	5.0	145	*	3.0	3	55,000	5.0	255	54,503	4.5	4
312.10 Assc Dir Phys Plnt	58,072	7.0	94	*	12.0	2	42,300	5.0	121	46,429	2.0	4
312.20 Mgr Landscape/Grnds	40,230	7.0	123	*	2.0	3	31,705	7.0	158	25,551	4.0	9
312.30 Mgr Bldg Mnt Trades	46,584	6.0	91	*	2.5	1	35,977	7.0	124	30,379	1.0	4
312.40 Mgr Tech Trades	44,473	6.0	47	*	*		38,130	5.0	67	*	3.5	2
312.50 Mgr Custodial Srv	37,692	5.0	105	40,028	4.0	17	32,273	5.0	136	26,515	4.0	30
312.60 Mgr Power Plant	45,938	6.0	86	*	1.0	3	37,647	6.0	91	*	*	
313.00 Comptroller	77,208	7.0	88	69,500	4.5	32	57,212	7.5	130	47,844	4.0	52
313.10 Manager Payroll	47,000	6.0	67	36,290	5.0	74	35,325	5.0	23	29,381	5.0	150
314.00 Dir Accounting	56,257	6.0	68	48,371	4.0	36	45,778	6.0	86	39,400	4.0	68
314.10 Staff Accountant-Hi	37,785	4.5	20	29,582	4.0	30	36,000	5.0	47	29,628	4.0	92
314.20 Staff Accountant-Lo	25,116	1.0	5	25,450	4.0	33	28,022	2.0	29	24,791	3.0	67
315.00 Bursar	50,843	7.0	52	45,983	5.0	39	40,072	6.0	58	35,253	6.0	69
315.10 Assc Bursar	39,025	5.0	15	33,360	4.0	18	32,800	9.0	5	30,000	4.0	24
316.00 Dir Purchasing	55,183	7.0	117	50,302	3.5	28	40,716	6.0	148	35,959	6.0	60
316.10 Assc Dir Purchasing	46,424	5.0	52	40,361	4.0	17	35,800	7.5	26	28,860	4.0	35
317.00 Dir Bookstore	49,339	6.0	69	42,435	2.0	19	39,484	9.5	92	29,820	5.0	55
317.10 Assc Dir Bookstore	35,390	6.0	21	38,000	5.0	15	26,018	8.0	20	25,770	5.0	20
318.00 Dir Internal Audit	63,690	8.5	84	50,707	3.0	33	44,784	5.0	52	39,607	4.5	38
319.00 Dir Aux Services	65,452	7.0	69	60,116	7.5	10	50,389	6.0	84	50,995	5.0	17
319.10 Mgr Mail Services	30,574	6.5	88	31,025	4.0	31	25,750	4.5	86	24,000	5.0	59
320.00 Dir Campus Security	55,050	6.0	136	61,509	1.0	11	41,000	6.0	233	36,469	3.0	14
321.00 Dir Risk Mgt/Ins	58,711	5.0	60	58,000	4.0	17	43,841	5.5	16	44,952	3.0	12
322.00 Admin Hosp Med Ctr	165,000	5.5	22	*	6.0	3	*	5.0	3	*	*	
322.10 Dir Med Ctr Pub Rel	64,900	4.0	13	56,152	7.5	16	*	7.0	2	*	5.0	1
322.20 Dir Med Ctr Pers	83,255	5.0	15	68,574	4.5	8	*	15.0	1	*	.4	1
EXTERNAL AFFAIRS												
401.00 Chief Developmnt Off	98,250	2.0	87	88,097	2.5	20	74,060	3.0	154	66,984	2.0	39
401.10 Dir Annual Giving	50,450	3.0	35	42,203	2.0	56	39,140	2.0	61	35,360	2.0	76
401.20 Dir Corp/Fndtn Rel	59,610	3.0	46	48,060	2.0	38	49,999	3.0	37	42,470	2.0	54
401.30 Coord Res Dev	42,895	4.5	12	38,775	3.0	30	35,009	2.0	10	28,991	3.0	48
401.40 Dir Estate Pln	67,838	6.0	34	55,000	4.0	13	45,018	4.0	35	45,578	2.0	7
402.00 Chf Public Rel Off	75,300	5.0	68	64,175	3.0	28	51,788	5.0	85	45,850	4.0	74
402.10 Dir Gov/Leg Rel	71,389	5.0	53	72,964	3.0	21	61,860	5.5	24	64,240	4.0	7
403.00 Chf Dev/Pub Rel Off	99,000	3.0	46	74,734	2.0	9	78,000	4.0	51	63,850	2.0	23
404.00 Dir Alumni Affairs	63,262	6.0	75	47,000	3.0	51	42,675	4.0	104	37,200	4.0	127
405.00 Dir Dev/Alumni Aff	73,325	2.0	18	42,198	1.0	5	53,495	2.0	21	42,280	3.0	18
406.00 Dir Spec/Defer Gifts	59,500	3.0	26	51,465	3.0	13	53,526	3.0	21	44,560	2.0	16
407.00 Dir Church Relations	56,076	5.0	7	*	*		45,675	4.0	14	*	5.0	1
408.00 Dir Community Serv	55,795	6.5	16	50,000	3.0	9	45,500	4.0	11	33,252	2.0	13
409.00 Dir Publications	49,344	6.0	46	46,055	4.0	59	40,877	6.0	57	34,094	5.0	72
409.10 Assc Dir Publicatns	38,944	4.0	8	35,000	4.0	29	30,406	3.0	13	28,745	3.0	33
409.20 Mgr Printing Srv	44,524	6.0	91	35,635	4.0	20	34,350	8.0	101	29,302	7.0	43
410.00 Dir Info Office	53,728	6.0	41	50,500	3.0	30	41,400	6.0	55	37,414	4.5	38
411.00 Dir News Bureau	46,942	5.0	31	41,441	4.0	39	36,410	4.5	36	33,000	3.0	51
STUDENT SERVICES												
501.00 Chf Student Aff Off	91,000	8.0	105	92,567	3.0	36	71,000	6.0	177	66,260	3.5	68
501.50 Dean of Students	64,770	5.0	57	63,650	3.0	29	53,550	5.0	72	44,772	4.0	45
502.00 Chief Admissions Off	63,000	5.5	86	56,715	4.5	36	51,680	5.0	158	46,000	4.0	64
502.10 Assc Dir Admissions	45,849	8.5	40	37,652	4.0	43	37,743	5.0	75	32,260	3.0	101
502.20 Admissions Counselor	27,757	2.0	14	23,992	3.5	16	24,633	2.0	39	22,258	2.0	68
502.30 Academic Advisor	31,000	5.0	7	30,933	3.0	16	33,039	6.0	18	28,475	3.0	42
503.00 Dir Adm & Registrar	66,549	12.5	18	68,463	5.0	5	53,094	6.5	24	52,302	3.0	6
504.00 Registrar	61,809	10.0	101	54,115	4.0	38	50,464	7.0	133	42,575	5.0	121
504.10 Assc Registrar	46,576	8.0	46	37,948	4.0	43	41,498	7.5	34	32,715	5.0	77
504.20 Asst Registrar	33,098	6.0	20	28,788	4.0	34	32,445	4.0	15	28,613	5.0	89
505.00 Dir Adm/Fin Aid	79,030	7.0	8	*	11.0	3	62,617	5.0	8	67,275	2.0	9
506.00 Dir Student Fin Aid	56,945	9.0	101	55,662	4.0	61	46,922	9.5	152	40,941	4.0	127
506.10 Assc Dir Std Fin Aid	42,415	5.0	38	38,331	4.0	70	37,474	5.0	49	30,548	3.0	128
507.00 Dir Food Services	54,900	5.0	52	51,740	6.0	18	43,644	8.0	44	39,409	6.0	18
507.10 Assc Dir Food Serv	47,377	5.0	26	36,927	4.0	10	33,067	5.0	18	27,520	7.0	9
508.00 Dir Residence Halls	57,000	5.5	82	46,000	3.0	29	42,871	5.0	126	36,316	4.0	75
508.10 Assc Dir Std Housing	43,311	6.0	40	41,841	4.0	29	32,950	4.0	50	31,159	3.0	34
508.20 Housing Off/Adm Opr	39,484	5.0	37	38,302	6.0	31	35,597	3.5	34	29,964	2.0	18
508.30 Housing Off/Res Life	41,818	4.5	30	34,456	4.0	40	32,000	2.0	36	28,610	2.0	45
509.00 Dir Union/Std Act	47,470	7.0	29	52,000	4.0	13	41,666	5.0	41	40,190	3.5	24
510.00 Dir Foreign Students	42,875	8.5	50	38,948	6.0	40	38,394	5.0	38	31,803	4.0	55
511.00 Dir Student Union	51,705	8.5	64	45,922	5.0	14	42,356	7.0	66	35,814	4.0	19
511.10 Assc Dir Std Union	39,950	6.0	38	34,692	3.5	16	33,387	5.0	31	30,270	3.0	22
512.00 Dir Std Activities	43,000	3.0	40	38,603	5.0	45	35,000	5.0	84	31,821	4.0	81
513.00 Dir Career Dev-Plcmt	52,150	7.5	70	48,969	5.0	73	43,266	5.0	115	37,421	4.0	124
514.00 Dir Std Counseling	55,808	7.0	83	53,484	5.0	43	49,500	9.0	122	38,919	3.0	95
514.10 Assc Dir Std Cnslg	51,125	9.0	25	42,418	3.0	23	37,342	3.5	24	37,017	3.0	30
515.00 Dir Std Hlth-Physicn	89,800	5.0	79	83,052	4.0	23	77,350	5.0	49	58,198	1.0	19
516.00 Dir Std Hlth-Nurse	*	11.5	2	43,074	5.0	59	32,350	15.0	4	32,992	5.0	148
517.00 Dir Campus Ministries	42,000	3.0	23	49,200	9.0	4	36,651	3.5	48	29,327	2.0	21
518.00 Dir Athletics	87,200	5.0	130	74,802	2.0	5	60,423	5.0	213	48,018	4.0	32
519.00 Dir Sports Info	38,002	7.0	111	31,800	2.0	9	29,400	5.0	183	28,379	2.5	12
520.00 Dir Athletics/Men	64,021	6.0	19	*	*		52,000	7.0	21	*	*	
521.00 Dir Athletics/Women	*	9.0	2	52,998	7.0	41	*	3.0	3	45,035	11.0	38
522.00 Dir Campus Rec	48,642	8.0	91	37,860	7.0	23	33,348	6.0	127	30,300	4.0	22
523.00 Chief Enrollment Mgmt	72,935	2.0	18	60,980	4.0	9	65,216	2.0	37	59,964	3.0	18
524.00 Dir Minority Affairs	47,142	4.0	31	43,500	2.0	42	41,900	4.0	49	34,626	2.0	51
525.00 Dir Conferences	53,591	7.0	30	43,500	4.0	34	42,248	5.0	34	31,400	4.0	47

*3 cases or less

TABLE 30
COMPARISON OF MEDIAN SALARIES BETWEEN MALES AND FEMALES FOR GENERAL BACCALAUREATE AND TWO YEAR INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	GENERAL BACCALAUREATE INSTITUTIONS						TWO YEAR INSTITUTIONS					
	MALES			FEMALES			MALES			FEMALES		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
EXECUTIVE												
101.00 CEO / SYSTEM	90,050	5.0	5	*	6.0	3	94,361	7.0	36	97,447	.8	6
101.10 Asst to Ceo/System	*	13.5	2	*	2.0	3	57,361	10.5	6	49,058	3.5	6
102.00 Ceo / Single Inst	99,278	5.0	315	100,000	5.5	64	85,500	7.0	271	75,030	3.0	30
102.10 Asst to Ceo/Single	51,500	3.0	61	36,236	4.0	99	57,565	5.0	22	37,999	5.0	54
103.00 Exec Vice Pres	73,859	5.5	38	67,570	4.0	8	71,669	5.0	38	68,667	6.5	4
ACADEMIC												
201.00 Chief Acad Off	69,900	4.0	289	67,000	3.0	78	63,415	5.0	214	66,175	2.0	72
202.00 Chf Hlth Prof Off	*	17.0	3	45,850	4.0	5	*	14.0	3	47,000	6.0	7
203.00 Dir Library Serv	43,982	7.5	192	40,000	6.0	164	46,656	11.0	79	40,195	7.0	131
203.10 Circulatn Librarian	27,000	4.0	19	22,948	5.0	106	40,694	2.5	6	34,390	11.0	46
203.20 Acquistns Librarian	34,306	11.5	20	26,985	9.0	103	31,983	6.0	6	34,600	8.0	27
203.30 Tech Serv Librarian	34,290	6.0	61	27,826	7.0	154	37,350	6.0	14	34,368	7.0	70
203.40 Public Serv Librarian	32,357	7.0	27	30,225	6.0	85	32,532	5.0	11	40,000	12.0	33
203.50 Reference Librarian	29,713	4.0	47	28,290	5.0	160	35,132	8.0	21	35,319	9.0	50
204.00 Dir Instit Research	44,500	4.0	53	35,538	5.0	42	48,572	3.0	89	42,495	4.0	40
204.10 Assc Dir Inst Res	*	3.0	3	25,644	3.5	16	*	5.0	3	35,828	2.0	7
205.00 Dir Educ Media Serv	31,920	6.0	106	28,497	6.0	48	38,414	11.0	61	33,736	5.0	19
206.00 Dir Learning Res Ctr	34,141	6.0	31	28,853	4.0	82	46,745	9.0	63	42,821	6.0	65
207.00 Dir Internatl Std Ed	42,279	5.5	28	35,050	4.0	23	46,866	4.5	8	*	.4	2
208.00 Dir Comp Ctr Opr/Acad	44,448	4.0	93	31,333	4.5	40	45,640	6.5	40	35,993	5.0	18
208.10 Assc Dir CC Opr/Acad	29,887	4.0	25	27,860	4.0	19	39,356	5.0	7	*	1.0	3
209.00 Admn Grants-Contract	38,537	3.0	18	30,780	4.0	40	51,496	3.0	22	39,600	3.0	43
210.00 Dean,Architecture	*	8.0	3	*	*		*	*		*	*	
211.00 Dean,Agriculture	62,782	11.0	4	*	*		52,221	7.0	11	*	*	
212.00 Dean,Arts & Letters	62,713	5.0	10	51,842	2.0	5	52,183	6.0	15	50,760	5.0	7
213.00 Dean,Arts & Sciences	59,650	5.0	37	48,000	2.0	11	54,046	5.0	49	52,994	5.0	24
214.00 Dean,Business	59,483	3.0	83	44,735	3.0	12	50,055	4.5	104	55,390	3.0	42
215.00 Dean,Communications	37,010	5.5	8	39,098	1.5	6	50,100	4.0	20	51,662	3.5	8
216.00 Dean,Continuing Ed	50,473	6.0	45	44,564	5.0	51	51,831	7.0	99	49,176	4.0	57
217.00 Dean,Dentistry	*	*		*	*		*	.4	1	*	1.0	1
218.00 Dean,Education	48,000	4.5	38	44,929	2.0	33	51,809	3.5	4	48,101	4.0	11
219.00 Dean,Engineering	53,080	3.5	8	*	*		54,645	5.0	44	58,944	3.0	4
221.00 Dean,Extension	60,488	6.0	5	*	6.0	2	57,996	4.0	22	54,295	4.0	8
222.00 Dean,Fine Arts	45,640	4.0	28	39,227	1.0	9	48,163	6.0	15	54,418	5.0	8
223.00 Dean,Graduate Program	52,885	4.0	33	46,732	2.0	21	*	1.0	1	*	*	
224.00 Dean,Hlth-Rltd Prof	*	5.0	3	59,251	3.5	12	55,252	5.0	27	50,227	5.0	59
225.00 Dean,Home Economics	*	4.0	1	*	9.0	3	*	1.5	2	*	15.5	2
226.00 Dean,Humanities	46,993	4.5	38	37,661	3.0	19	54,475	6.0	35	50,344	2.0	25
227.00 Dean,Instruction	43,190	3.0	5	*	15.0	1	57,000	2.0	28	55,732	1.0	6
228.00 Dean,Law	114,468	4.0	5	*	*		*	1.0	1	*	8.0	2
229.00 Dean,Lib & Inf Sci	*	10.0	2	*	6.0	2	54,648	15.0	8	54,215	6.0	9
230.00 Dean,Mathematics	46,116	6.0	20	*	3.0	2	54,350	5.0	31	52,169	4.0	8
232.00 Dean,Music	36,300	4.0	15	52,493	2.0	5	*	28.0	2	*	13.0	1
233.00 Dean,Nursing	*	3.0	1	52,000	4.0	47	*	2.0	1	48,504	5.0	55
234.00 Dean,Occ Std/Voc Ed	57,294	6.0	8	*	*		54,269	5.0	85	51,950	4.0	35
235.00 Dean,Pharmacy	*	16.0	1	*	*		*	*		*	*	
236.00 Dean,Public Health	*	*		*	*		*	2.0	1	*	*	
237.00 Dean,Sciences	51,359	3.0	46	44,221	3.0	11	54,784	5.0	48	50,977	3.0	7
238.00 Dean,Social Sciences	45,917	5.0	33	43,234	3.0	18	54,321	7.0	47	48,130	3.0	13
239.00 Dean,Social Work	*	11.5	2	34,854	4.0	6	*	*		*	3.5	2
240.00 Dean,Special Programs	53,000	7.5	8	44,064	3.0	13	48,106	5.0	25	42,620	5.0	21
241.00 Dean,Undergrad Prog	56,010	3.0	11	55,480	5.0	9	*	5.2	2	*	5.5	2
242.00 Dean,Veterinary Sci	*	*		*	*		*	14.0	1	*	*	
ADMINISTRATIVE												
301.00 Chief Business Off	68,904	7.0	283	53,270	5.0	47	61,441	8.0	244	52,923	4.0	40
301.01 Chief Admin Off	59,200	4.0	39	64,628	6.0	9	61,061	6.0	42	60,644	7.0	8
301.02 Chief Financial Off	58,503	4.0	60	51,500	4.0	21	57,021	5.0	58	51,397	4.0	26
301.10 Dir Env Health-Safety	32,500	2.5	10	34,000	1.5	4	32,837	2.5	4	*	*	
301.20 Dir Telecommunic	32,000	3.5	22	24,206	4.5	14	42,097	5.0	25	*	7.0	3
302.00 Chief Planning Off	63,800	4.0	19	43,200	6.0	10	58,518	6.0	26	59,145	3.5	14
303.00 Chief Budgeting Off	51,219	5.0	27	39,836	4.0	17	56,631	7.0	19	43,160	5.0	21
303.10 Assc Budget Dir	40,947	5.0	9	38,130	2.0	15	37,475	7.5	8	42,020	4.0	6
304.00 Chief Plan-Budgt Off	55,879	7.0	7	*	2.0	1	66,323	3.0	5	*	7.0	3
305.00 General Counsel	55,589	4.5	4	82,743	4.0	4	*	20.0	3	62,000	2.0	7
305.10 Staff Attorneys	*	3.5	2	*	7.0	1	*	*		*	*	
306.00 Chf Personnel/HR Off	47,929	4.0	61	38,000	4.0	122	54,078	7.0	71	42,423	5.0	75
306.10 Assc Dir Pers/HR	36,200	3.0	5	32,000	4.0	42	42,000	4.0	11	39,889	5.5	25
306.20 Manager Benefits	*	6.0	2	27,208	4.0	45	*	13.0	3	30,018	4.0	31
306.30 Manager Training-Dev	*	1.0	2	*	12.0	1	48,079	5.5	4	39,900	4.0	11
306.40 Manager Empl Relatns	*	2.0	1	44,530	4.5	6	*	*		*	*	
306.50 Manager Labor Rel	*	3.5	2	*	*		*	2.0	1	*	*	
306.60 Manager Employment	*	*		28,000	2.0	15	31,140	4.5	4	31,655	4.0	16
306.70 Mgr Wage-Sal/Mgr,Comp	*	*		36,677	3.0	6	52,634	5.9	4	29,666	6.0	7
306.80 Mgr Personnel Inf Sys	*	3.0	3	22,500	3.0	10	42,140	3.5	4	34,703	6.0	6
307.00 Dir AA/EEO	45,779	2.0	10	52,580	4.5	10	48,692	5.0	15	47,274	3.0	23
307.10 Assc Dir AA/EEO	*	*		*	3.0	3	*	9.0	2	*	9.0	1
308.00 Dir Pers-AA	42,517	10.0	6	32,564	4.0	48	46,647	8.0	25	41,235	5.0	57
309.00 Chief Inform Sys Off	49,973	6.0	133	41,670	4.5	22	49,510	7.0	130	44,499	7.0	23
309.10 Assc Dir Computer Ctr	36,713	4.0	37	35,497	3.0	22	48,000	9.0	27	36,004	3.5	8
309.20 Data Base Admin	30,213	3.0	11	28,910	5.0	16	43,665	5.0	20	38,650	7.0	6
309.30 Sys Analyst I-Hi	33,446	4.0	51	29,492	3.5	22	35,133	7.0	44	37,873	6.0	19
309.40 Sys Analyst II-Lo	27,143	2.0	21	22,750	4.5	12	35,528	7.0	12	34,116	4.0	5
309.50 Prog Analyst I-Hi	30,750	5.0	56	30,158	3.5	42	33,607	6.0	46	32,199	5.0	35
309.60 Prog Analyst II-Lo	26,760	3.0	33	25,000	4.0	49	27,300	4.0	29	28,837	4.5	36
310.00 Dir Comp Ctr Opr/Ad	40,000	6.0	119	37,174	4.0	47	48,462	8.0	70	41,412	3.0	17

*3 cases or less

TABLE 30
COMPARISON OF MEDIAN SALARIES BETWEEN MALES AND FEMALES FOR GENERAL BACCALAUREATE AND TWO YEAR INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	GENERAL BACCALAUREATE INSTITUTIONS						TWO YEAR INSTITUTIONS					
	MALES			FEMALES			MALES			FEMALES		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
310.10 Assc Dir Comp Ctr	32,720	4.0	37	27,062	4.5	24	46,490	7.5	14	32,185	5.0	9
312.00 Chf Phys Plnt/Fac	44,175	6.0	292	45,300	3.5	8	43,066	6.0	236	43,166	2.5	4
312.10 Assc Dir Phys Plnt	32,703	5.0	118	31,000	4.0	5	37,764	5.0	76	*	3.0	1
312.20 Mgr Landscape/Grnds	27,917	6.0	128	28,031	3.0	6	28,973	6.0	47	26,426	3.0	7
312.30 Mgr Bldg Mnt Trades	33,158	5.0	92	*	12.0	1	35,426	6.0	45	*	*	
312.40 Mgr Tech Trades	32,328	6.0	42	*	*		32,779	5.0	20	*	*	
312.50 Mgr Custodial Srv	27,095	4.0	118	25,056	5.0	45	30,000	5.0	70	21,930	5.0	11
312.60 Mgr Power Plant	37,929	8.0	36	*	*		33,901	5.0	12	*	*	
313.00 Comptroller	46,757	5.0	131	40,000	5.0	101	47,350	5.5	84	38,824	7.5	50
313.10 Manager Payroll	31,500	6.0	13	23,492	4.0	109	35,964	9.0	13	28,130	5.0	73
314.00 Dir Accounting	36,575	4.5	38	34,300	3.0	52	43,176	7.0	41	33,736	6.0	46
314.10 Staff Accountant-Hi	31,000	4.0	44	25,973	4.0	100	35,424	6.0	38	30,000	4.0	52
314.20 Staff Accountant-Lo	25,782	2.0	11	23,000	2.0	73	30,485	5.0	13	23,725	4.0	48
315.00 Bursar	41,082	6.0	15	28,560	6.0	76	41,304	5.0	19	30,749	7.0	24
315.10 Assc Bursar	*	4.0	1	20,658	3.3	20	*	*		33,668	10.0	9
316.00 Dir Purchasing	37,500	5.0	57	28,800	6.0	66	37,843	6.0	66	30,500	5.5	73
316.10 Assc Dir Purchasing	*	4.0	1	25,069	7.0	12	34,380	6.5	8	26,515	5.5	16
317.00 Dir Bookstore	30,000	6.0	77	24,702	6.0	164	35,888	7.0	46	26,519	6.0	107
317.10 Assc Dir Bookstore	21,930	3.0	11	19,450	5.0	37	27,989	4.5	14	24,887	3.0	27
318.00 Dir Internal Audit	43,483	4.0	11	31,186	1.5	8	43,668	4.0	17	34,885	2.0	16
319.00 Dir Aux Services	47,000	5.0	45	33,048	4.0	19	45,133	9.0	33	33,430	6.0	13
319.10 Mgr Mail Services	20,691	3.0	57	17,707	6.0	103	22,753	10.0	28	17,120	4.0	13
320.00 Dir Campus Security	30,300	4.0	216	30,800	3.0	11	33,313	5.0	103	*	5.0	3
321.00 Dir Risk Mgt/Ins	*	5.5	2	*	6.0	3	44,882	6.0	7	48,985	6.5	4
322.00 Admin Hosp Med Ctr	*	*		*	*		*	*		*	2.0	1
322.10 Dir Med Ctr Pub Rel	*	*		*	*		*	*		*	1.0	1
322.20 Dir Med Ctr Pers	*	*		*	4.5	2	*	*		*	*	
EXTERNAL AFFAIRS												
401.00 Chief Developmnt Off	66,000	3.0	224	60,900	3.0	67	51,279	4.0	62	47,584	4.0	43
401.10 Dir Annual Giving	35,261	2.0	81	32,000	2.0	126	44,788	1.0	6	35,253	2.0	15
401.20 Dir Corp/Fndtn Rel	40,800	2.0	47	38,150	3.0	79	45,319	3.0	15	38,512	3.0	16
401.30 Coord Res Dev	32,041	3.0	16	28,001	3.0	67	46,200	2.0	5	32,136	2.0	9
401.40 Dir Estate Pln	45,000	4.0	65	37,275	3.0	13	*	6.0	1	*	*	
402.00 Chf Public Rel Off	42,000	4.0	98	35,926	3.0	109	45,000	7.0	44	40,046	4.0	76
402.10 Dir Gov/Leg Rel	58,312	6.5	4	*	4.0	1	*	5.0	2	*	2.0	3
403.00 Chf Dev/Pub Rel Off	68,317	6.0	29	45,900	3.0	17	49,229	5.5	18	37,655	5.0	16
404.00 Dir Alumni Affairs	36,000	3.0	100	30,030	3.0	189	*	7.0	3	26,115	2.0	17
405.00 Dir Dev/Alumni Aff	44,877	2.0	26	35,914	2.0	12	49,965	4.0	7	33,025	3.0	12
406.00 Dir Spec/Defer Gifts	46,543	3.0	45	40,000	2.0	31	*	7.0	1	*	*	
407.00 Dir Church Relations	36,960	4.0	51	38,268	5.5	6	*	*		*	*	
408.00 Dir Community Serv	44,718	5.5	10	28,896	2.0	21	44,858	7.0	39	41,754	5.0	39
409.00 Dir Publications	32,617	6.0	44	30,788	3.0	76	34,566	3.0	12	35,051	4.0	26
409.10 Assc Dir Publicatns	29,000	2.0	13	26,200	3.0	45	*	3.0	3	24,900	2.0	5
409.20 Mgr Printing Srv	26,289	6.0	59	20,855	7.0	39	30,300	7.5	44	24,912	9.0	25
410.00 Dir Info Office	32,385	5.0	42	31,505	4.0	61	36,402	4.0	30	35,600	5.0	41
411.00 Dir News Bureau	26,500	2.0	30	24,800	3.0	35	33,449	8.0	4	*	6.0	3
STUDENT SERVICES												
501.00 Chf Student Aff Off	55,852	5.0	210	51,463	4.0	96	57,908	6.0	183	55,886	3.0	63
501.50 Dean of Students	44,327	3.0	76	42,000	2.0	55	52,143	6.5	58	53,779	5.0	28
502.00 Chief Admissions Off	45,616	4.5	196	38,000	3.0	86	42,549	7.0	76	40,649	3.5	50
502.10 Assc Dir Admissions	31,352	2.8	84	28,560	3.0	117	34,661	4.0	18	30,065	3.0	25
502.20 Admissions Counselor	20,330	1.0	51	21,000	2.0	84	26,660	3.5	30	26,444	2.0	55
502.30 Academic Advisor	37,368	5.0	11	28,548	2.0	35	32,175	3.5	12	29,939	3.0	27
503.00 Dir Adm & Registrar	41,544	5.0	7	29,100	1.5	6	46,741	7.0	55	42,430	5.0	41
504.00 Registrar	40,000	7.0	143	33,605	5.0	202	45,976	9.0	70	35,051	5.0	98
504.10 Assc Registrar	28,317	2.5	12	26,082	4.0	80	41,413	6.0	9	29,283	9.5	28
504.20 Asst Registrar	24,135	1.5	8	21,587	3.0	114	37,968	6.0	7	25,616	3.0	27
505.00 Dir Adm/Fin Aid	52,200	5.5	36	42,000	3.0	15	45,129	9.0	10	37,619	7.5	6
506.00 Dir Student Fin Aid	39,600	8.0	145	33,000	4.5	204	42,450	7.0	125	35,000	4.0	138
506.10 Assc Dir Std Fin Aid	26,800	2.0	38	24,186	3.0	148	32,552	3.5	18	28,734	3.0	58
507.00 Dir Food Services	37,020	6.0	56	35,195	6.0	25	34,186	4.0	23	26,087	5.0	29
507.10 Assc Dir Food Serv	28,888	3.5	22	24,914	2.0	26	25,905	3.0	6	17,964	11.0	5
508.00 Dir Residence Halls	32,760	4.0	78	27,784	3.0	99	27,768	6.5	18	21,759	2.0	14
508.10 Assc Dir Std Housing	24,480	3.0	24	26,250	3.0	29	*	1.0	2	*	1.0	1
508.20 Housing Off/Adm Opr	21,355	2.0	10	24,250	2.0	16	*	6.0	2	*	3.0	3
508.30 Housing Off/Res Life	25,171	2.0	43	24,868	2.0	46	23,148	1.5	10	24,682	3.0	6
509.00 Dir Union/Std Act	32,500	3.0	25	26,063	3.0	26	46,764	5.0	9	41,440	5.0	5
510.00 Dir Foreign Students	29,000	3.0	15	27,873	2.0	33	39,214	6.0	6	29,000	2.5	11
511.00 Dir Student Union	37,000	3.0	21	29,208	4.0	16	29,754	5.0	6	*	6.0	1
511.10 Assc Dir Std Union	23,151	2.5	6	29,647	1.0	7	*	3.5	2	*	3.0	1
512.00 Dir Std Activities	28,000	2.0	89	25,778	2.0	117	33,923	5.0	78	30,302	3.0	72
513.00 Dir Career Dev-Plcmt	34,250	5.0	96	30,400	4.0	204	41,036	5.5	53	32,852	4.0	77
514.00 Dir Std Counseling	40,572	5.0	87	32,000	3.0	127	47,869	8.0	84	40,342	4.0	71
514.10 Assc Dir Std Cnslg	33,576	4.0	9	28,720	3.0	30	35,881	2.0	6	30,622	2.0	10
515.00 Dir Std Hlth-Physicn	82,375	8.5	16	88,500	7.0	13	*	1.0	1	26,787	15.5	4
516.00 Dir Std Hlth-Nurse	38,482	3.5	4	26,042	6.0	226	*	.7	2	29,684	6.0	42
517.00 Dir Campus Ministries	33,760	3.0	131	27,417	2.0	57	21,161	1.0	4	*	7.0	2
518.00 Dir Athletics	43,476	5.0	258	39,371	3.0	31	42,870	6.0	98	41,376	3.0	15
519.00 Dir Sports Info	23,000	3.0	113	20,102	2.0	17	27,841	4.5	6	*	*	
520.00 Dir Athletics/Men	45,650	5.0	15	*	*		*	1.0	3	*	*	
521.00 Dir Athletics/Women	*	12.0	2	36,010	5.0	33	*	8.0	1	*	2.5	2
522.00 Dir Campus Rec	26,683	4.0	66	26,496	4.0	23	26,834	5.5	20	27,690	3.5	6
523.00 Chief Enrollment Mgmt	54,600	4.0	59	55,076	3.5	18	46,478	3.0	18	41,825	2.0	14
524.00 Dir Minority Affairs	35,033	2.0	45	29,750	2.0	39	40,500	2.0	15	33,304	2.0	13
525.00 Dir Conferences	34,680	4.0	21	29,178	4.0	49	32,175	3.0	7	32,564	4.5	12

*3 cases or less

TABLE 31
COMPARISON OF MEDIAN SALARIES BETWEEN MINORITIES AND NON-MINORITIES FOR DOCTORAL AND COMPREHENSIVE INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	DOCTORAL INSTITUTIONS						COMPREHENSIVE INSTITUTIONS					
	MINORITY			NON-MINORITY			MINORITY			NON-MINORITY		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
EXECUTIVE												
101.00 CEO / SYSTEM	*	*		149,750	4.5	26	*	11.5	2	125,317	4.0	15
101.10 Asst to Ceo/System	*	2.0	2	77,110	3.0	11	*	.4	1	*	4.0	3
102.00 Ceo / Single Inst	129,896	1.5	8	140,000	4.0	135	107,265	2.0	30	103,684	5.0	240
102.10 Asst to Ceo/Single	62,400	3.0	11	64,000	4.0	72	62,177	2.0	17	53,500	4.0	132
103.00 Exec Vice Pres	*	1.5	2	129,291	3.0	38	80,750	6.5	6	76,800	4.6	37
ACADEMIC												
201.00 Chief Acad Off	98,187	3.0	5	120,000	2.0	154	87,994	2.0	27	86,450	3.0	243
202.00 Chf Hlth Prof Off	*	1.0	1	188,892	5.0	34	*	*		88,888	3.0	15
203.00 Dir Library Serv	91,800	3.0	7	83,736	6.0	144	52,600	5.0	22	59,500	7.0	240
203.10 Circulatn Librarian	33,148	2.0	6	36,825	6.0	105	29,647	2.5	18	30,238	5.0	122
203.20 Acquistns Librarian	33,842	6.5	6	40,740	6.0	103	34,349	4.0	19	34,446	8.0	133
203.30 Tech Serv Librarian	54,020	11.0	7	51,810	6.5	94	37,140	9.0	18	36,638	6.0	152
203.40 Public Serv Librarian	46,600	3.0	7	53,878	5.0	84	36,595	6.0	13	36,855	6.0	104
203.50 Reference Librarian	35,983	2.0	5	42,297	5.0	99	33,039	4.5	16	33,564	7.0	165
204.00 Dir Instit Research	59,497	4.5	4	60,498	5.0	101	48,021	4.5	18	50,206	6.0	123
204.10 Assc Dir Inst Res	*	4.0	1	46,500	4.5	36	37,129	2.5	4	36,540	4.0	32
205.00 Dir Educ Media Serv	46,188	6.0	5	52,794	7.0	75	38,036	13.0	10	38,808	7.0	136
206.00 Dir Learning Res Ctr	*	13.0	1	51,072	7.0	43	43,692	6.0	10	37,181	6.0	70
207.00 Dir Internatl Std Ed	88,538	1.5	4	59,647	4.0	65	48,200	3.0	9	48,200	4.0	68
208.00 Dir Comp Ctr Opr/Acad	67,281	7.5	4	72,625	6.0	73	45,459	4.5	12	52,289	5.0	102
208.10 Assc Dir CC Opr/Acad	*	*		55,689	7.0	33	35,000	5.0	7	45,000	5.0	36
209.00 Admn Grants-Contract	69,628	5.0	5	65,750	5.0	117	42,000	1.0	10	47,500	4.5	124
210.00 Dean,Architecture	*	9.0	3	98,500	4.0	45	*	*		85,540	5.5	4
211.00 Dean,Agriculture	*	15.0	1	105,600	5.0	44	65,350	3.0	7	72,810	5.0	8
212.00 Dean,Arts & Letters	*	*		90,228	6.0	23	85,015	3.0	6	69,654	3.0	34
213.00 Dean,Arts & Sciences	92,000	3.5	4	101,014	3.0	92	65,362	1.5	16	75,000	3.0	138
214.00 Dean,Business	90,750	4.0	9	114,081	4.0	130	72,850	2.5	18	80,352	4.0	197
215.00 Dean,Communications	*	*		94,000	5.5	32	*	5.0	1	64,901	3.5	16
216.00 Dean,Continuing Ed	89,574	4.0	6	78,348	6.0	75	65,776	3.0	13	62,000	5.0	111
217.00 Dean,Dentistry	*	3.0	1	130,038	7.0	25	*	*		*	8.0	3
218.00 Dean,Education	98,358	2.0	15	89,931	4.0	94	73,586	2.0	21	70,906	4.0	158
219.00 Dean,Engineering	125,600	1.0	9	116,835	4.5	102	74,745	5.0	11	91,636	7.0	50
221.00 Dean,Extension	*	*		96,650	7.0	25	*	4.0	3	64,927	5.5	10
222.00 Dean,Fine Arts	88,718	6.0	5	90,000	3.0	36	*	.4	1	71,400	5.0	55
223.00 Dean,Graduate Program	97,680	3.0	10	91,500	4.0	107	63,300	5.0	17	66,978	4.0	142
224.00 Dean,Hlth-Rltd Prof	*	7.5	2	91,862	6.5	26	78,325	9.5	8	71,524	3.0	35
225.00 Dean,Home Economics	*	5.0	3	92,776	5.5	26	*	2.0	1	65,330	8.0	5
226.00 Dean,Humanities	*	*		97,000	4.5	20	65,425	2.5	6	60,000	3.0	37
227.00 Dean,Instruction	*	*		*	6.2	2	*	*		*	3.0	1
228.00 Dean,Law	*	5.0	3	136,128	4.0	70	*	*		129,000	4.0	29
229.00 Dean,Lib & Inf Sci	*	9.0	2	89,000	5.0	24	*	3.7	2	69,803	4.5	20
230.00 Dean,Mathematics	*	.4	1	86,331	3.0	5	53,023	5.5	4	61,801	4.0	13
231.00 Dean,Medicine	*	1.0	1	192,360	4.0	40	*	*		171,409	5.5	6
232.00 Dean,Music	*	*		89,980	7.0	24	*	*		69,000	7.0	15
233.00 Dean,Nursing	101,000	8.0	5	97,400	4.0	62	62,575	3.0	10	69,375	4.0	60
234.00 Dean,Occ Std/Voc Ed	*	*		78,540	5.0	11	*	4.5	2	71,450	4.0	33
235.00 Dean,Pharmacy	*	4.0	1	110,000	5.5	32	*	3.5	2	79,040	4.5	8
236.00 Dean,Public Health	*	*		138,348	6.0	12	*	*		*	13.0	1
237.00 Dean,Sciences	*	6.0	1	107,688	3.0	39	74,700	2.0	5	72,120	4.0	63
238.00 Dean,Social Sciences	*	*		103,625	4.0	18	63,386	4.0	4	72,695	5.0	31
239.00 Dean,Social Work	98,000	7.0	11	95,083	4.5	30	*	8.0	3	71,664	6.0	9
240.00 Dean,Special Programs	*	10.0	1	73,622	6.0	5	47,839	12.0	5	59,905	6.0	14
241.00 Dean,Undergrad Prog	*	1.0	3	82,553	3.0	31	78,756	3.0	5	60,000	4.0	25
242.00 Dean,Veterinary Sci	*	*		117,170	6.0	17	*	2.0	1	*	*	
ADMINISTRATIVE												
301.00 Chief Business Off	114,432	6.0	7	102,747	6.0	118	77,059	4.0	20	81,024	6.0	220
301.01 Chief Admin Off	99,500	1.0	4	95,938	5.0	33	64,020	1.0	4	74,689	4.0	52
301.02 Chief Financial Off	99,981	1.0	5	84,045	4.0	68	57,625	5.0	6	69,458	5.0	96
301.10 Dir Env Health-Safety	54,234	2.0	5	57,625	5.0	100	45,412	4.0	7	41,663	3.5	50
301.20 Dir Telecommunic	49,100	3.0	7	60,102	6.0	100	40,510	3.0	10	44,300	6.0	100
302.00 Chief Planning Off	95,790	*		80,100	5.0	31	68,250	2.5	5	61,850	4.0	41
303.00 Chief Budgeting Off	55,000	4.0	5	66,506	6.0	102	50,270	4.5	14	52,795	6.0	115
303.10 Assc Budget Dir	*	4.0	2	53,041	5.0	61	28,000	3.0	7	41,250	4.0	50
304.00 Chief Plan-Budgt Off	*	3.0	3	85,603	4.0	27	*	*		61,308	5.5	20
305.00 General Counsel	79,706	5.0	7	89,252	7.0	82	64,467	5.0	8	62,916	5.0	43
305.10 Staff Attorneys	*	2.0	3	54,010	4.0	29	*	.4	1	48,712	3.5	6
306.00 Chf Personnel/HR Off	71,247	3.0	19	70,000	4.0	137	51,657	3.0	43	52,163	8.0	182
306.10 Assc Dir Pers/HR	50,618	2.0	9	47,095	4.0	63	38,178	6.0	17	38,963	5.0	77
306.20 Manager Benefits	34,483	4.0	13	43,900	5.0	104	31,830	4.0	16	31,553	4.0	108
306.30 Manager Training-Dev	44,700	3.0	10	40,775	3.0	62	31,900	3.0	8	33,050	4.5	28
306.40 Manager Empl Relatns	48,434	2.0	12	42,549	6.0	31	40,958	3.0	5	39,139	5.0	11
306.50 Manager Labor Rel	*	14.5	2	51,734	5.5	24	*	*		53,414	4.0	10
306.60 Manager Employment	41,000	3.0	24	40,000	4.0	71	34,826	4.0	25	30,004	4.0	49
306.70 Mgr Wage-Sal/Mgr,Comp	38,827	3.0	11	43,443	4.0	74	32,458	3.0	10	35,083	3.0	44
306.80 Mgr Personnel Inf Sys	*	6.0	3	44,000	4.0	54	29,769	3.0	6	36,598	5.0	26
307.00 Dir AA/EEO	58,140	4.0	79	56,583	7.0	35	50,221	3.0	59	45,400	6.0	47
307.10 Assc Dir AA/EEO	41,125	3.0	24	39,000	3.0	12	38,415	3.5	6	39,053	3.0	7
308.00 Dir Pers-AA	*	9.5	2	53,419	8.0	7	48,197	6.5	10	43,600	7.0	31
309.00 Chief Inform Sys Off	*	2.0	3	80,250	6.0	102	58,639	9.0	7	63,601	6.0	170
309.10 Assc Dir Computer Ctr	66,579	7.5	6	66,488	5.0	34	*	.4	1	48,540	7.0	63
309.20 Data Base Admin	50,511	7.5	6	50,268	6.0	62	33,476	4.0	5	40,910	5.0	57
309.30 Sys Analyst I-Hi	37,548	5.0	5	42,843	5.0	32	38,698	2.0	11	39,359	8.0	87
309.40 Sys Analyst II-Lo	*	*		35,632	3.5	20	30,731	4.0	8	29,643	4.0	59
309.50 Prog Analyst I-Hi	*	8.0	3	33,026	5.5	30	29,213	2.0	14	33,541	5.0	107
309.60 Prog Analyst II-Lo	29,067	4.5	4	28,398	4.0	25	28,000	3.0	11	27,020	2.0	75

*3 cases or less

TABLE 31
COMPARISON OF MEDIAN SALARIES BETWEEN MINORITIES AND NON-MINORITIES FOR DOCTORAL AND COMPREHENSIVE INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	DOCTORAL INSTITUTIONS						COMPREHENSIVE INSTITUTIONS					
	MINORITY			NON-MINORITY			MINORITY			NON-MINORITY		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
310.00 Dir Comp Ctr Opr/Ad	70,524	5.0	7	69,094	6.0	84	55,000	7.0	11	52,000	8.0	127
310.10 Assc Dir Comp Ctr	*	*		58,831	7.0	39	39,336	5.0	7	46,152	5.0	44
312.00 Chf Phys Plnt/Fac	78,282	6.0	7	75,250	5.0	141	50,601	3.5	22	55,473	6.0	234
312.10 Assc Dir Phys Plnt	*	7.0	3	58,280	7.0	93	34,303	3.0	8	42,669	5.0	115
312.20 Mgr Landscape/Grnds	41,000	7.5	6	40,192	7.0	119	31,476	4.0	19	31,488	7.0	144
312.30 Mgr Bldg Mnt Trades	44,972	5.0	7	46,584	6.0	85	30,913	4.0	11	35,977	7.0	117
312.40 Mgr Tech Trades	*	2.0	3	44,952	6.5	44	27,001	5.0	5	38,382	5.0	63
312.50 Mgr Custodial Srv	40,642	5.5	34	37,356	5.0	87	29,573	5.0	48	31,925	5.0	115
312.60 Mgr Power Plant	53,000	10.0	4	45,938	6.0	85	38,333	8.5	14	36,818	5.0	74
313.00 Comptroller	81,000	4.5	8	73,749	6.0	112	53,450	5.0	12	54,700	6.0	167
313.10 Manager Payroll	36,050	4.0	9	40,508	6.0	131	29,362	4.5	18	30,696	5.0	152
314.00 Dir Accounting	*	4.0	3	54,600	5.0	101	41,900	4.0	21	43,600	5.0	128
314.10 Staff Accountant-Hi	32,926	3.5	8	34,428	5.0	42	30,151	3.0	24	31,560	5.0	113
314.20 Staff Accountant-Lo	24,900	1.0	5	25,517	4.0	33	24,403	2.0	20	25,812	3.0	73
315.00 Bursar	44,656	6.5	8	49,950	7.0	81	32,964	3.0	15	37,679	6.0	109
315.10 Assc Bursar	35,000	3.0	5	36,446	4.0	28	*	2.0	3	30,675	5.0	25
316.00 Dir Purchasing	40,600	4.0	5	54,075	6.0	138	37,615	6.0	23	40,000	6.0	183
316.10 Assc Dir Purchasing	38,576	4.0	9	46,000	5.0	60	32,423	4.0	5	32,300	6.0	55
317.00 Dir Bookstore	44,100	6.5	4	47,483	5.5	84	27,850	7.5	8	36,450	7.0	138
317.10 Assc Dir Bookstore	*	12.0	3	34,437	5.0	33	20,870	7.5	4	26,209	6.0	35
318.00 Dir Internal Audit	61,541	4.5	8	58,839	7.0	109	43,374	4.0	11	41,200	5.0	79
319.00 Dir Aux Services	60,480	7.5	6	65,438	7.0	72	42,891	3.0	13	51,985	6.0	88
319.10 Mgr Mail Services	27,872	4.0	18	30,928	6.0	101	24,000	3.0	21	25,115	5.0	124
320.00 Dir Campus Security	56,400	6.0	20	55,000	6.0	126	43,170	4.0	31	40,747	6.0	214
321.00 Dir Risk Mgt/Ins	*	3.5	2	57,900	5.0	75	36,684	3.0	5	44,529	5.0	23
322.00 Admin Hosp Med Ctr	*	*		162,300	6.0	25	*	*		*	5.0	3
322.10 Dir Med Ctr Pub Rel	*	3.0	3	60,204	6.5	26	*	*		*	5.0	3
322.20 Dir Med Ctr Pers	94,025	1.5	4	76,365	5.0	19	*	*		*	7.7	2
EXTERNAL AFFAIRS												
401.00 Chief Developmnt Off	*	5.0	2	96,000	2.0	105	69,962	3.5	16	70,100	3.0	176
401.10 Dir Annual Giving	53,679	2.0	6	44,000	3.0	85	31,140	4.0	5	37,313	2.0	133
401.20 Dir Corp/Fndtn Rel	48,766	2.5	8	53,295	3.0	75	44,441	2.0	4	44,340	3.0	86
401.30 Coord Res Dev	*	3.5	2	40,000	4.0	40	27,387	2.0	4	31,883	3.0	53
401.40 Dir Estate Pln	*	6.0	1	60,290	5.0	46	*	*		45,036	3.5	42
402.00 Chf Public Rel Off	*	3.0	2	73,000	5.0	94	44,748	2.5	12	49,837	4.0	145
402.10 Dir Gov/Leg Rel	*	2.0	3	71,600	4.0	71	*	2.0	3	62,438	5.0	28
403.00 Chf Dev/Pub Rel Off	*	1.0	3	96,960	3.0	52	*	8.0	3	75,594	4.0	71
404.00 Dir Alumni Affairs	78,300	5.5	6	54,162	4.0	120	36,250	2.0	20	40,810	4.0	209
405.00 Dir Dev/Alumni Aff	*	2.0	2	72,800	2.0	21	*	.4	1	46,400	3.0	37
406.00 Dir Spec/Defer Gifts	*	1.0	1	58,000	3.0	38	*	*		49,640	2.0	37
407.00 Dir Church Relations	*	5.0	2	56,076	5.0	5	*	*		43,450	5.0	15
408.00 Dir Community Serv	50,000	3.0	7	50,584	6.5	18	*	6.0	3	36,000	3.0	21
409.00 Dir Publications	41,256	4.0	6	47,800	5.0	99	*	6.0	3	37,604	5.0	126
409.10 Assc Dir Publicatns	*	1.0	1	36,723	4.0	36	*	3.2	2	28,745	3.0	43
409.20 Mgr Printing Srv	36,149	12.0	5	43,213	5.5	106	29,515	5.0	13	32,650	8.0	129
410.00 Dir Info Office	*	3.0	2	53,269	4.0	69	36,433	4.0	11	40,067	5.0	81
411.00 Dir News Bureau	38,256	3.0	5	44,431	5.0	65	*	1.0	3	34,938	4.0	82
STUDENT SERVICES												
501.00 Chf Student Aff Off	93,695	4.0	33	89,826	7.0	108	74,839	4.0	38	69,750	6.0	206
501.50 Dean of Students	67,100	2.0	13	64,632	5.0	73	43,998	3.0	14	51,443	5.0	102
502.00 Chief Admissions Off	62,000	1.0	14	61,600	6.0	108	43,500	3.0	25	50,863	5.0	196
502.10 Assc Dir Admissions	37,500	6.0	10	43,557	6.0	73	36,421	5.0	21	33,855	4.0	151
502.20 Admissions Counselor	26,196	4.5	6	24,406	3.0	22	24,075	2.0	33	22,000	2.0	75
502.30 Academic Advisor	*	5.0	3	31,427	3.0	20	26,400	3.0	13	31,000	5.0	48
503.00 Dir Adm & Registrar	*	*		68,028	9.0	23	56,604	6.0	5	53,000	6.0	25
504.00 Registrar	*	13.5	2	60,270	7.0	137	46,737	4.0	17	47,276	6.0	235
504.10 Assc Registrar	*	5.0	3	41,000	6.0	86	27,602	10.0	11	36,482	5.0	99
504.20 Asst Registrar	30,360	1.0	7	31,311	5.5	46	28,500	4.0	15	29,263	5.0	88
505.00 Dir Adm/Fin Aid	*	*		80,300	8.0	11	*	10.2	2	65,144	2.0	15
506.00 Dir Student Fin Aid	51,761	6.5	28	57,370	7.0	135	42,645	3.0	50	44,334	6.0	226
506.10 Assc Dir Std Fin Aid	38,328	4.0	23	41,394	5.0	85	30,450	4.0	33	31,875	4.0	142
507.00 Dir Food Services	*	1.0	1	54,505	6.0	69	39,453	8.0	7	43,500	7.0	53
507.10 Assc Dir Food Serv	52,045	5.0	7	40,744	4.0	29	*	6.0	3	33,260	6.0	22
508.00 Dir Residence Halls	55,721	1.0	6	55,100	5.0	105	35,169	3.0	19	41,104	5.0	181
508.10 Assc Dir Std Housing	*	5.0	2	42,424	5.0	67	30,236	5.0	9	32,128	3.0	73
508.20 Housing Off/Adm Opr	*	7.0	1	38,424	5.0	67	34,000	1.7	4	32,049	3.0	48
508.30 Housing Off/Res Life	42,000	4.0	7	36,087	4.0	63	28,000	2.0	15	30,600	2.0	65
509.00 Dir Union/Std Act	*	.4	1	52,000	7.0	41	38,017	3.0	8	41,610	5.0	56
510.00 Dir Foreign Students	42,120	5.0	7	41,566	7.0	81	37,517	4.0	9	32,865	5.0	83
511.00 Dir Student Union	41,200	4.0	5	51,555	8.0	73	33,271	3.0	9	41,715	6.5	76
511.10 Assc Dir Std Union	34,704	4.0	5	38,012	6.0	49	*	2.0	3	33,085	4.5	50
512.00 Dir Std Activities	34,500	3.0	6	41,287	4.0	79	32,687	2.5	22	33,421	4.0	142
513.00 Dir Career Dev-Plcmt	48,011	4.5	14	51,000	6.0	129	42,090	5.0	39	40,920	5.0	198
514.00 Dir Std Counseling	55,925	5.5	14	53,999	6.0	112	40,998	4.0	28	46,329	6.0	186
514.10 Assc Dir Std Cnslg	49,550	4.0	7	44,952	6.0	41	39,900	3.5	8	36,700	3.0	45
515.00 Dir Std Hlth-Physicn	82,171	3.0	10	86,000	5.0	92	25,677	7.5	4	76,721	3.5	64
516.00 Dir Std Hlth-Nurse	46,750	3.0	6	43,056	5.0	54	33,273	5.0	13	32,992	6.0	138
517.00 Dir Campus Ministries	*	17.0	2	42,000	3.0	25	31,872	1.0	4	32,998	3.0	64
518.00 Dir Athletics	74,818	5.0	7	87,130	5.0	129	62,500	4.0	19	59,122	4.0	225
519.00 Dir Sports Info	35,640	7.0	4	37,956	6.0	117	32,661	3.0	8	28,798	5.0	185
520.00 Dir Athletics/Men	*	*		64,021	6.0	19	*	*		52,000	7.0	21
521.00 Dir Athletics/Women	43,239	2.0	4	52,998	8.0	39	*	4.0	3	42,164	11.0	37
522.00 Dir Campus Rec	49,598	6.0	5	47,075	7.0	108	34,734	6.5	16	32,829	5.0	132
523.00 Chief Enrollment Mgmt	*	*		69,055	3.0	27	*	1.0	3	64,368	3.0	52
524.00 Dir Minority Affairs	46,275	3.0	70	*	6.5	2	37,500	3.0	92	44,444	5.0	7
525.00 Dir Conferences	*	*		47,834	5.0	64	31,168	4.0	6	36,700	4.5	74

*3 cases or less

TABLE 32
COMPARISON OF MEDIAN SALARIES BETWEEN MINORITIES AND NON-MINORITIES FOR GENERAL BACCALAUREATE AND TWO-YEAR INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	GENERAL BACCALAUREATE INSTITUTIONS						TWO YEAR INSTITUTIONS					
	MINORITY			NON-MINORITY			MINORITY			NON-MINORITY		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
EXECUTIVE												
101.00 CEO / SYSTEM	*	*		95,025	5.5	8	*	1.5	2	92,000	7.0	40
101.10 Asst to Ceo/System	*	*		41,690	3.0	5	*	*		50,248	5.5	12
102.00 Ceo / Single Inst	97,323	5.0	23	100,000	5.0	353	80,500	2.8	16	84,252	6.0	285
102.10 Asst to Ceo/Single	45,000	3.0	22	41,915	4.0	136	55,776	2.5	6	42,060	5.0	70
103.00 Exec Vice Pres	65,000	5.0	5	75,524	5.0	41	83,905	2.5	4	71,450	5.0	37
ACADEMIC												
201.00 Chief Acad Off	70,881	4.0	19	69,350	4.0	347	69,208	2.5	20	63,815	4.0	266
202.00 Chf Hlth Prof Off	*	11.0	1	52,561	7.0	7	*	*		47,305	7.5	10
203.00 Dir Library Serv	44,338	4.0	25	42,095	7.0	330	47,839	3.5	14	42,300	8.5	196
203.10 Circulatn Librarian	25,350	4.5	10	23,313	4.5	116	37,694	15.0	8	32,182	8.0	43
203.20 Acquistns Librarian	24,609	8.0	12	27,905	10.0	110	42,332	9.0	5	33,642	6.5	28
203.30 Tech Serv Librarian	27,782	8.0	17	29,039	6.0	197	39,624	11.0	11	34,368	6.0	72
203.40 Public Serv Librarian	36,750	6.5	12	29,867	6.0	100	39,440	12.0	5	37,120	6.0	39
203.50 Reference Librarian	26,272	3.5	16	28,350	5.0	192	46,758	12.0	6	35,116	8.0	65
204.00 Dir Instit Research	41,200	4.0	15	41,660	5.0	81	37,069	2.0	13	47,748	3.0	116
204.10 Assc Dir Inst Res	*	2.5	2	26,700	4.0	17	*	4.0	3	35,855	5.0	7
205.00 Dir Educ Media Serv	25,718	6.0	7	31,155	6.0	147	29,665	6.0	5	36,000	7.5	74
206.00 Dir Learning Res Ctr	30,175	15.0	11	31,360	5.0	102	42,983	6.5	8	45,600	6.0	118
207.00 Dir Internatl Std Ed	38,479	2.0	8	39,457	5.0	43	*	6.0	1	45,491	3.0	9
208.00 Dir Comp Ctr Opr/Acad	37,293	4.5	12	40,636	4.0	121	43,038	6.0	7	41,083	5.0	51
208.10 Assc Dir CC Opr/Acad	*	4.0	3	29,404	4.0	41	*	*		37,470	4.5	10
209.00 Admn Grants-Contract	40,236	2.5	6	32,300	4.0	52	48,575	1.0	6	42,642	3.0	59
210.00 Dean,Architecture	*	*		*	8.0	3	*	*		*	*	
211.00 Dean,Agriculture	*	9.0	3	*	25.0	1	*	7.0	1	50,683	8.5	10
212.00 Dean,Arts & Letters	*	*		59,895	3.0	15	46,814	2.0	4	52,183	5.5	18
213.00 Dean,Arts & Sciences	58,370	4.0	7	59,096	4.0	41	56,056	4.5	8	54,046	5.0	65
214.00 Dean,Business	56,463	3.0	10	58,500	3.0	85	52,053	3.0	15	50,940	4.0	131
215.00 Dean,Communications	*	*		37,010	3.5	14	*	3.0	3	51,007	4.0	25
216.00 Dean,Continuing Ed	60,000	3.0	9	46,337	6.0	87	50,860	6.0	17	51,119	6.0	139
217.00 Dean,Dentistry	*	*		*	*		*	*		*	.7	2
218.00 Dean,Education	41,000	2.0	8	47,896	4.0	63	54,650	5.0	4	49,776	4.0	11
219.00 Dean,Engineering	*	*		53,080	3.5	8	*	*		54,776	5.0	48
221.00 Dean,Extension	*	*		51,648	6.0	7	*	1.5	2	56,854	4.0	28
222.00 Dean,Fine Arts	*	2.5	2	44,985	4.0	35	57,188	5.5	4	49,517	8.0	19
223.00 Dean,Graduate Program	49,947	3.5	7	49,974	3.0	47	*	*		*	1.0	1
224.00 Dean,Hlth-Rltd Prof	*	3.0	2	59,348	4.0	13	52,470	3.0	7	51,975	5.0	79
225.00 Dean,Home Economics	*	4.0	1	*	9.0	3	*	*		69,364	7.5	4
226.00 Dean,Humanities	28,000	2.0	4	44,047	4.0	52	59,310	7.0	6	52,133	4.0	54
227.00 Dean,Instruction	*	3.0	1	43,190	3.0	5	65,305	8.5	4	56,730	2.0	30
228.00 Dean,Law	*	*		114,468	4.0	5	*	11.0	1	*	3.0	2
229.00 Dean,Lib & Inf Sci	*	*		37,210	7.0	4	*	6.0	3	53,578	11.0	14
230.00 Dean,Mathematics	*	13.0	2	45,558	4.0	19	*	2.0	3	53,362	5.0	36
232.00 Dean,Music	*	*		43,108	3.0	19	*	*		*	25.0	3
233.00 Dean,Nursing	57,689	4.0	4	51,899	5.0	43	56,028	2.0	7	47,567	6.0	49
234.00 Dean,Occ Std/Voc Ed	*	*		57,294	6.0	8	55,416	5.0	10	52,968	4.3	110
235.00 Dean,Pharmacy	*	*		*	16.0	1	*	*		*	*	
236.00 Dean,Public Health	*	*		*	*		*	*		*	2.0	1
237.00 Dean,Sciences	*	12.0	3	50,202	3.0	54	*	4.7	2	52,908	4.0	53
238.00 Dean,Social Sciences	*	16.0	3	45,473	4.0	48	51,438	2.0	7	53,560	6.0	53
239.00 Dean,Social Work	*	*		39,720	5.0	7	*	3.0	1	*	4.0	1
240.00 Dean,Special Programs	30,873	3.5	6	50,660	7.0	15	52,322	3.5	8	44,114	5.0	38
241.00 Dean,Undergrad Prog	*	4.0	1	55,480	5.0	19	*	*		49,120	5.5	4
242.00 Dean,Veterinary Sci	*	*		*	*		*	*		*	14.0	1
ADMINISTRATIVE												
301.00 Chief Business Off	63,484	5.5	16	67,521	7.0	313	59,976	3.0	19	60,947	8.0	265
301.01 Chief Admin Off	81,034	4.0	4	59,200	4.0	43	69,062	6.0	4	60,644	6.0	46
301.02 Chief Financial Off	55,000	3.0	5	56,650	4.0	75	68,116	3.0	5	54,794	5.0	79
301.10 Dir Env Health-Safety	*	3.0	3	33,000	2.0	11	*	*		32,837	2.5	4
301.20 Dir Telecommunic	*	5.0	3	31,000	4.0	33	*	6.0	3	42,097	5.0	25
302.00 Chief Planning Off	*	6.0	3	62,499	4.0	25	*	2.0	3	59,000	6.0	37
303.00 Chief Budgeting Off	39,844	1.7	4	47,250	5.0	40	50,138	11.5	6	44,433	5.0	34
303.10 Assc Budget Dir	42,725	2.0	4	39,700	2.5	20	*	8.0	1	42,020	7.0	13
304.00 Chief Plan-Budgt Off	*	3.0	1	55,879	7.0	7	*	3.0	1	54,305	3.0	7
305.00 General Counsel	*	8.0	1	79,827	4.0	6	*	2.0	3	50,000	4.0	7
305.10 Staff Attorneys	*	7.0	1	*	3.5	2	*	*		*	*	
306.00 Chf Personnel/HR Off	43,908	5.0	24	39,365	4.0	159	60,488	5.0	19	47,800	6.0	127
306.10 Assc Dir Pers/HR	27,755	4.5	8	33,186	3.0	39	39,570	3.0	10	41,728	5.0	26
306.20 Manager Benefits	28,300	2.0	9	27,124	4.0	38	*	7.0	3	29,930	4.0	31
306.30 Manager Training-Dev	*	*		*	1.0	3	*	3.0	3	37,440	4.5	12
306.40 Manager Empl Relatns	*	2.0	1	44,530	4.5	6	*	*		*	*	
306.50 Manager Labor Rel	*	*		*	3.5	2	*	*		*	2.0	1
306.60 Manager Employment	*	3.0	3	29,000	2.0	12	33,740	6.5	4	31,655	4.0	16
306.70 Mgr Wage-Sal/Mgr,Comp	*	3.0	1	37,353	3.0	5	*	3.0	1	30,323	6.0	10
306.80 Mgr Personnel Inf Sys	*	2.0	3	26,099	3.0	10	*	*		34,703	4.0	10
307.00 Dir AA/EEO	51,706	2.5	12	37,679	3.0	7	47,024	3.0	33	47,800	8.0	5
307.10 Assc Dir AA/EEO	*	3.0	2	*	3.0	1	*	9.0	2	*	9.0	1
308.00 Dir Pers-AA	30,570	4.0	5	33,100	4.0	49	47,381	2.5	16	42,095	6.0	66
309.00 Chief Inform Sys Off	42,047	4.5	4	49,150	6.0	150	47,627	5.5	6	49,000	7.0	147
309.10 Assc Dir Computer Ctr	*	4.0	3	35,870	4.0	55	*	1.0	1	43,708	7.5	34
309.20 Data Base Admin	*	3.0	1	30,628	5.0	25	36,836	8.0	5	43,614	5.0	21
309.30 Sys Analyst I-Hi	27,877	4.0	7	32,340	4.0	66	*	8.0	1	35,918	6.0	61
309.40 Sys Analyst II-Lo	24,000	2.0	5	27,010	2.0	28	*	3.5	2	35,738	5.0	15
309.50 Prog Analyst I-Hi	30,240	2.5	8	30,574	4.0	90	*	5.0	3	32,627	6.0	78
309.60 Prog Analyst II-Lo	27,500	4.0	13	25,108	4.0	69	28,927	3.5	10	27,850	4.0	55
310.00 Dir Comp Ctr Opr/Ad	39,986	6.5	8	39,250	5.0	158	39,413	4.5	4	46,691	7.0	83

*3 cases or less

TABLE 32
COMPARISON OF MEDIAN SALARIES BETWEEN MINORITIES AND NON-MINORITIES FOR GENERAL BACCALAUREATE AND TWO-YEAR INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	GENERAL BACCALAUREATE INSTITUTIONS						TWO YEAR INSTITUTIONS					
	MINORITY			NON-MINORITY			MINORITY			NON-MINORITY		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
310.10 Assc Dir Comp Ctr	*	2.0	1	30,125	4.0	60	*	10.0	1	40,585	6.5	22
312.00 Chf Phys Plnt/Fac	46,804	4.0	17	43,725	6.0	283	42,974	7.0	16	43,260	6.0	224
312.10 Assc Dir Phys Plnt	26,758	4.0	7	32,620	5.0	116	37,918	4.0	7	37,939	5.0	70
312.20 Mgr Landscape/Grnds	35,775	7.0	9	27,887	5.0	125	*	11.0	2	28,416	6.0	52
312.30 Mgr Bldg Mnt Trades	28,575	3.5	4	33,479	5.5	88	*	6.0	1	35,060	6.0	44
312.40 Mgr Tech Trades	*	*		32,328	6.0	42	*	2.0	1	32,794	6.0	19
312.50 Mgr Custodial Srv	24,[illegible]	4.0	37	26,791	5.0	126	31,518	6.0	23	27,465	5.0	58
312.60 Mgr Power Plant	[illegible]	6.0	3	37,398	8.0	33	*	4.5	2	30,556	5.0	9
313.00 Comptroller	41,359	2.0	11	43,000	5.0	220	43,590	3.5	8	44,368	6.0	126
313.10 Manager Payroll	28,259	2.0	11	23,671	4.5	110	36,400	8.0	7	29,116	5.0	79
314.00 Dir Accounting	33,500	3.0	9	35,225	3.0	80	36,154	2.5	8	36,100	7.0	79
314.10 Staff Accountant-Hi	26,443	3.5	20	27,580	4.0	123	32,064	3.0	7	31,500	5.0	83
314.20 Staff Accountant-Lo	22,000	1.0	11	23,205	2.0	73	28,294	9.5	10	23,920	3.5	52
315.00 Bursar	25,058	4.0	11	30,033	7.0	79	35,911	3.0	4	36,189	7.0	39
315.10 Assc Bursar	*	4.0	1	20,800	3.5	19	*	*		33,668	10.0	9
316.00 Dir Purchasing	31,610	6.5	20	32,600	5.0	102	39,392	2.0	17	33,440	6.0	122
316.10 Assc Dir Purchasing	21,061	4.0	4	24,240	8.0	9	*	1.5	2	26,736	7.0	22
317.00 Dir Bookstore	22,660	3.0	7	25,844	6.5	234	35,888	7.0	13	28,763	6.0	140
317.10 Assc Dir Bookstore	*	7.0	3	19,630	5.0	45	*	1.0	2	26,064	4.0	39
318.00 Dir Internal Audit	*	4.0	3	40,549	3.5	16	46,346	8.0	5	35,653	2.5	28
319.00 Dir Aux Services	45,900	4.0	5	41,260	5.0	59	*	4.5	2	44,517	9.0	44
319.10 Mgr Mail Services	18,704	3.0	23	18,710	5.0	137	22,913	9.5	6	21,979	7.0	35
320.00 Dir Campus Security	30,637	3.0	24	30,300	4.0	203	35,646	5.5	20	32,911	5.0	86
321.00 Dir Risk Mgt/Ins	*	*		31,000	6.0	5	*	.4	1	46,683	7.0	10
322.00 Admin Hosp Med Ctr	*	*		*	*		*	*		*	2.0	1
322.10 Dir Med Ctr Pub Rel	*	*		*	*		*	*		*	1.0	1
322.20 Dir Med Ctr Pers	*	7.0	1	*	2.0	1	*	*		*	*	
EXTERNAL AFFAIRS												
401.00 Chief Developmnt Off	58,000	1.0	9	64,490	3.0	283	63,000	2.0	9	49,608	4.0	96
401.10 Dir Annual Giving	*	4.0	3	33,207	2.0	204	*	*		36,335	2.0	21
401.20 Dir Corp/Fndtn Rel	37,350	1.0	4	38,442	2.5	122	*	*		41,307	3.0	31
401.30 Coord Res Dev	34,650	3.0	5	29,255	3.0	78	*	*		33,998	2.0	14
401.40 Dir Estate Pln	*	*		44,475	4.0	77	*	*		*	6.0	1
402.00 Chf Public Rel Off	36,050	2.5	10	39,066	4.0	197	40,950	2.5	8	41,786	5.0	112
402.10 Dir Gov/Leg Rel	*	*		50,323	5.0	5	*	*		49,334	4.0	5
403.00 Chf Dev/Pub Rel Off	*	3.2	2	62,300	4.0	44	*	5.0	1	43,660	5.0	33
404.00 Dir Alumni Affairs	36,914	3.5	20	31,500	3.0	269	*	1.0	1	27,600	3.0	19
405.00 Dir Dev/Alumni Aff	*	2.0	3	44,877	2.0	36	*	15.0	1	36,948	3.0	18
406.00 Dir Spec/Defer Gifts	*	*		45,500	3.0	76	*	*		*	7.0	1
407.00 Dir Church Relations	*	4.0	1	37,087	4.5	56	*	*		*	*	
408.00 Dir Community Serv	36,988	2.0	5	31,895	3.0	26	50,265	7.0	9	42,836	6.0	69
409.00 Dir Publications	33,489	6.0	4	31,070	3.0	116	*	*		35,051	4.0	38
409.10 Assc Dir Publicatns	*	1.0	1	26,240	2.0	57	*	9.0	1	24,900	2.0	7
409.20 Mgr Printing Srv	24,913	5.0	7	25,905	6.5	90	26,997	9.0	11	28,428	7.5	58
410.00 Dir Info Office	*	.4	3	32,029	4.0	100	36,315	5.0	5	35,904	4.0	66
411.00 Dir News Bureau	*	3.0	1	26,104	2.0	64	*	*		32,586	6.0	7
STUDENT SERVICES												
501.00 Chf Student Aff Off	61,000	3.0	30	53,600	5.0	276	61,526	4.0	46	56,496	5.0	200
501.50 Dean of Students	40,000	2.0	11	44,327	3.0	119	57,500	3.0	21	51,973	6.0	65
502.00 Chief Admissions Off	38,000	3.0	19	43,135	4.0	262	36,324	4.0	18	42,371	5.5	108
502.10 Assc Dir Admissions	32,300	2.0	17	29,161	3.0	183	32,260	2.0	5	31,800	3.0	38
502.20 Admissions Counselor	21,000	1.0	30	21,000	2.0	108	27,466	3.0	13	26,622	2.5	72
502.30 Academic Advisor	23,608	1.0	5	30,000	3.0	41	32,596	4.5	4	30,209	3.0	35
503.00 Dir Adm & Registrar	*	12.5	2	36,972	1.0	11	42,713	2.0	10	44,465	6.0	86
504.00 Registrar	32,419	7.0	22	35,820	6.0	321	36,655	4.0	13	38,395	6.0	155
504.10 Assc Registrar	28,130	4.0	7	26,568	4.0	84	*	8.0	2	32,170	8.0	35
504.20 Asst Registrar	21,135	4.0	11	21,791	3.0	110	25,616	2.5	6	26,658	4.0	28
505.00 Dir Adm/Fin Aid	*	1.2	2	50,922	5.0	49	*	4.0	1	43,000	8.0	15
506.00 Dir Student Fin Aid	38,110	5.0	38	35,518	5.5	310	40,751	5.0	53	38,387	5.5	210
506.10 Assc Dir Std Fin Aid	25,000	2.0	15	24,884	3.0	170	33,262	3.0	8	29,796	3.0	68
507.00 Dir Food Services	*	7.0	1	37,000	6.0	79	28,383	.7	6	30,802	5.0	46
507.10 Assc Dir Food Serv	*	3.0	3	26,720	3.0	44	*	12.0	1	23,055	3.5	10
508.00 Dir Residence Halls	30,418	4.0	18	29,463	3.0	159	*	5.0	3	26,849	3.0	29
508.10 Assc Dir Std Housing	*	3.0	3	25,050	3.0	50	*	*		*	1.0	3
508.20 Housing Off/Adm Opr	31,350	1.5	4	22,000	2.0	22	*	1.0	1	28,794	5.0	4
508.30 Housing Off/Res Life	29,850	2.0	8	24,618	2.0	81	*	.7	2	24,827	2.0	13
509.00 Dir Union/Std Act	31,000	3.0	9	28,550	3.0	42	*	5.0	1	43,847	5.0	13
510.00 Dir Foreign Students	30,000	5.0	9	28,250	2.0	39	36,244	2.5	5	34,968	3.5	12
511.00 Dir Student Union	41,445	3.0	5	32,120	4.0	32	*	4.0	1	32,001	5.5	6
511.10 Assc Dir Std Union	*	16.0	3	24,740	1.0	10	*	*		*	3.0	3
512.00 Dir Std Activities	29,448	1.5	21	26,000	2.0	185	35,007	5.0	24	30,986	4.0	126
513.00 Dir Career Dev-Plcmt	32,342	4.5	22	31,836	4.0	278	32,499	3.0	17	37,097	5.0	113
514.00 Dir Std Counseling	33,760	3.0	24	34,215	4.0	189	43,776	6.0	26	44,544	5.0	129
514.10 Assc Dir Std Cnslg	*	6.0	2	29,879	3.0	36	*	1.0	3	34,000	2.0	13
515.00 Dir Std Hlth-Physicn	*	34.0	1	84,750	8.0	28	*	*		30,090	11.0	5
516.00 Dir Std Hlth-Nurse	29,400	4.0	19	26,200	6.0	209	28,773	6.0	4	29,227	6.0	40
517.00 Dir Campus Ministries	28,246	4.0	9	31,650	3.0	179	*	4.0	1	24,081	1.0	5
518.00 Dir Athletics	44,773	3.0	21	42,533	4.0	267	*	6.0	3	42,800	5.0	110
519.00 Dir Sports Info	24,526	3.0	9	22,680	3.0	121	*	*		27,841	4.5	6
520.00 Dir Athletics/Men	*	3.0	3	46,215	8.0	12	*	*		*	1.0	3
521.00 Dir Athletics/Women	*	2.0	2	37,500	6.0	32	*	1.0	1	*	6.0	2
522.00 Dir Campus Rec	31,320	4.0	6	26,496	4.0	83	*	4.0	3	27,690	6.0	23
523.00 Chief Enrollment Mgmt	46,649	3.0	8	55,552	4.0	69	*	3.0	3	45,875	2.0	29
524.00 Dir Minority Affairs	30,975	2.0	80	48,200	2.5	4	34,950	2.0	28	*	*	
525.00 Dir Conferences	25,680	5.5	4	31,000	4.0	66	*	1.0	1	32,624	3.0	18

*3 cases or less

TABLE 33
COMPARISON OF MEDIAN SALARIES BETWEEN INSIDE AND OUTSIDE HIRES FOR DOCTORAL AND COMPREHENSIVE INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	DOCTORAL INSTITUTIONS						COMPREHENSIVE INSTITUTIONS					
	INSIDE HIRE			OUTSIDE HIRE			INSIDE HIRE			OUTSIDE HIRE		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
EXECUTIVE												
101.00 CEO / SYSTEM	165,193	5.5	6	145,750	4.0	20	126,875	3.5	8	118,153	5.5	8
101.10 Asst to Ceo/System	80,160	3.0	11	*	1.5	2	*	4.0	3	*	3.0	1
102.00 Ceo / Single Inst	134,388	4.0	44	140,000	4.0	98	99,727	5.0	63	105,300	5.0	207
102.10 Asst to Ceo/Single	64,136	4.0	57	60,000	3.0	25	56,705	5.0	91	52,020	3.0	57
103.00 Exec Vice Pres	130,613	3.0	25	130,742	2.0	14	78,717	6.0	28	75,000	3.0	15
ACADEMIC												
201.00 Chief Acad Off	117,645	3.0	94	119,500	2.0	64	85,127	3.0	138	89,396	3.0	132
202.00 Chf Hlth Prof Off	163,611	7.0	17	230,001	5.0	15	82,352	4.0	8	90,605	3.0	7
203.00 Dir Library Serv	72,900	6.0	38	84,800	5.0	111	48,101	5.0	79	60,396	7.0	182
203.10 Circulatn Librarian	37,236	8.0	69	34,853	3.0	41	30,273	5.0	65	30,302	3.0	78
203.20 Acquisitns Librarian	40,945	6.0	65	39,902	5.0	42	35,078	8.0	69	34,286	7.0	84
203.30 Tech Serv Librarian	51,611	6.0	48	51,754	7.0	51	39,860	7.5	66	35,374	5.0	107
203.40 Public Serv Librarian	51,020	5.0	50	55,024	5.0	37	40,188	6.0	47	36,275	6.0	72
203.50 Reference Librarian	43,454	5.0	58	39,750	5.0	45	37,192	6.0	61	32,134	7.0	121
204.00 Dir Instit Research	56,650	6.0	61	61,126	5.0	42	51,111	6.0	74	46,665	5.0	65
204.10 Assc Dir Inst Res	47,500	4.0	27	42,059	4.0	9	36,414	6.0	21	37,000	3.0	15
205.00 Dir Educ Media Serv	54,685	7.0	49	51,000	6.0	31	39,765	7.0	79	37,290	9.0	65
206.00 Dir Learning Res Ctr	50,882	6.0	24	50,050	8.0	19	40,879	6.0	38	36,806	6.0	42
207.00 Dir Internatl Std Ed	61,080	4.0	39	61,795	3.0	28	48,200	4.5	52	44,648	3.0	26
208.00 Dir Comp Ctr Opr/Acad	72,665	6.0	51	73,289	4.0	26	52,246	5.0	53	49,900	4.0	60
208.10 Assc Dir CC Opr/Acad	60,048	9.0	24	45,780	5.0	9	41,586	7.0	24	46,350	4.0	20
209.00 Admn Grants-Contract	67,074	6.5	78	67,349	3.5	42	47,000	6.0	55	48,236	4.0	79
210.00 Dean,Architecture	100,700	6.0	20	92,224	3.5	28	*	5.5	2	*	8.5	2
211.00 Dean,Agriculture	102,000	6.5	24	110,398	4.0	21	65,700	5.0	7	72,810	1.5	8
212.00 Dean,Arts & Letters	90,000	9.0	17	102,590	2.5	6	75,109	3.5	22	70,040	3.0	17
213.00 Dean,Arts & Sciences	101,014	3.0	57	98,500	4.0	37	74,229	3.0	93	75,000	3.0	62
214.00 Dean,Business	104,948	6.0	63	117,273	3.0	74	76,648	3.0	98	86,196	4.0	116
215.00 Dean,Communications	86,393	6.0	13	94,500	4.5	18	60,000	4.0	11	80,050	3.0	6
216.00 Dean,Continuing Ed	77,448	7.0	46	82,900	5.0	33	62,880	5.0	61	62,250	4.0	62
217.00 Dean,Dentistry	130,425	7.0	9	130,038	6.0	16	*	5.0	1	*	8.0	2
218.00 Dean,Education	84,500	4.0	36	93,509	3.5	72	67,800	4.0	89	74,425	3.0	89
219.00 Dean,Engineering	111,172	4.0	51	119,541	4.0	58	83,400	5.0	27	92,700	6.0	35
221.00 Dean,Extension	96,525	7.5	16	100,000	5.0	9	52,660	5.0	8	82,547	6.0	5
222.00 Dean,Fine Arts	83,300	6.0	18	95,400	3.0	22	68,856	6.0	25	73,680	5.0	31
223.00 Dean,Graduate Program	92,492	3.0	77	90,553	5.0	40	66,495	5.0	103	64,440	3.0	54
224.00 Dean,Hlth-Rltd Prof	92,224	7.0	17	91,500	5.0	11	70,616	4.0	18	76,125	4.0	25
225.00 Dean,Home Economics	76,450	5.0	11	96,954	5.5	18	*	8.0	3	*	5.0	3
226.00 Dean,Humanities	95,690	4.0	15	98,000	6.0	5	56,861	3.0	28	75,000	3.0	15
227.00 Dean,Instruction	*	6.2	2	*	*		*	3.0	1	*	*	
228.00 Dean,Law	124,796	4.5	40	137,236	4.0	31	102,900	5.0	4	141,752	4.0	25
229.00 Dean,Lib & Inf Sci	81,045	4.5	12	90,000	5.0	14	77,812	6.0	7	66,700	3.0	15
230.00 Dean,Mathematics	86,331	2.0	5	*	7.0	1	59,026	4.5	12	68,183	7.0	5
231.00 Dean,Medicine	217,900	4.0	23	183,744	4.0	17	*	6.0	2	165,500	5.5	4
232.00 Dean,Music	91,042	8.5	10	90,500	7.0	13	56,978	8.0	7	71,654	6.0	8
233.00 Dean,Nursing	86,601	2.0	19	99,435	5.0	46	68,327	3.0	25	68,000	4.0	45
234.00 Dean,Occ Std/Voc Ed	80,070	3.5	6	76,000	5.0	5	71,450	2.0	21	74,111	6.5	14
235.00 Dean,Pharmacy	107,488	8.0	13	107,036	5.0	20	85,015	3.5	6	81,630	4.5	4
236.00 Dean,Public Health	138,348	6.0	8	137,951	4.5	4	*	*		*	13.0	1
237.00 Dean,Sciences	107,688	3.0	27	112,025	3.0	13	72,843	6.0	37	73,175	3.0	30
238.00 Dean,Social Sciences	103,757	4.0	11	104,313	5.0	7	62,544	5.0	27	78,435	3.5	8
239.00 Dean,Social Work	90,748	5.0	21	97,548	4.0	19	64,422	8.0	5	81,771	6.5	6
240.00 Dean,Special Programs	73,622	6.0	5	*	13.0	1	61,100	8.0	11	53,275	4.0	8
241.00 Dean,Undergrad Prog	84,993	3.5	28	80,500	2.0	7	64,000	4.0	23	58,531	3.0	7
242.00 Dean,Veterinary Sci	109,308	12.0	5	123,250	6.0	9	*	2.0	1	*	*	
ADMINISTRATIVE												
301.00 Chief Business Off	98,363	9.0	60	105,000	4.0	65	79,374	6.0	94	82,405	5.0	146
301.01 Chief Admin Off	94,431	5.0	25	100,346	2.5	12	67,319	3.0	38	83,472	4.0	19
301.02 Chief Financial Off	83,479	4.0	41	85,572	4.0	30	69,150	6.0	56	69,060	4.0	47
301.10 Dir Env Health-Safety	56,467	5.0	64	60,022	3.0	39	43,781	3.0	20	41,469	4.0	36
301.20 Dir Telecommunic	61,608	5.5	58	52,817	5.0	48	44,586	5.0	57	43,399	5.0	53
302.00 Chief Planning Off	85,000	5.0	21	80,100	5.4	10	67,180	5.0	28	56,000	4.0	18
303.00 Chief Budgeting Off	67,400	6.0	77	65,545	5.0	29	54,315	5.0	77	51,163	7.0	52
303.10 Assc Budget Dir	52,500	5.0	51	50,990	6.0	11	42,813	5.0	35	34,800	3.0	22
304.00 Chief Plan-Budgt Off	83,076	4.0	24	80,905	2.5	4	62,556	10.0	11	60,060	4.0	9
305.00 General Counsel	78,097	8.0	31	94,000	6.0	56	64,833	8.0	13	62,390	5.0	39
305.10 Staff Attorneys	66,036	9.0	7	51,800	3.0	24	*	.4	1	48,712	3.5	6
306.00 Chf Personnel/HR Off	65,000	5.0	65	72,085	3.0	89	50,159	7.0	94	53,825	6.0	131
306.10 Assc Dir Pers/HR	47,600	4.0	48	48,548	3.0	23	40,355	6.0	53	37,206	4.0	42
306.20 Manager Benefits	44,169	5.0	70	41,500	4.0	45	31,755	5.0	74	31,188	2.0	51
306.30 Manager Training-Dev	40,725	3.5	44	40,775	3.0	27	30,275	4.5	16	35,300	3.0	21
306.40 Manager Empl Relatns	42,725	6.0	31	40,404	2.0	11	35,615	5.0	8	45,860	3.0	9
306.50 Manager Labor Rel	52,642	6.0	17	53,920	7.5	8	52,460	4.0	6	53,627	4.0	4
306.60 Manager Employment	39,800	5.0	61	40,967	3.0	33	31,000	5.0	46	32,082	3.0	28
306.70 Mgr Wage-Sal/Mgr,Comp	42,366	5.0	53	41,141	3.0	32	34,205	2.5	24	34,950	4.0	30
306.80 Mgr Personnel Inf Sys	43,112	4.0	44	44,567	4.0	13	32,893	5.0	24	39,851	3.0	8
307.00 Dir AA/EEO	60,188	5.0	46	57,524	4.0	67	50,890	5.0	51	46,034	4.0	55
307.10 Assc Dir AA/EEO	42,150	3.0	20	36,361	3.0	14	39,053	4.0	5	38,415	2.5	8
308.00 Dir Pers-AA	49,400	13.0	5	70,700	2.0	4	42,300	4.5	18	47,025	7.0	23
309.00 Chief Inform Sys Off	77,216	6.0	50	84,748	6.0	55	61,691	9.0	73	64,418	5.0	107
309.10 Assc Dir Computer Ctr	66,456	6.5	32	69,000	5.0	9	48,930	7.0	42	45,225	7.0	22
309.20 Data Base Admin	51,000	7.0	47	49,029	4.0	17	40,910	4.5	32	37,951	5.0	31
309.30 Sys Analyst I-Hi	42,843	5.0	21	41,688	5.0	15	37,318	7.0	47	41,073	6.0	50
309.40 Sys Analyst II-Lo	36,484	7.0	9	35,369	3.5	10	33,010	4.0	28	28,665	3.5	38
309.50 Prog Analyst I-Hi	31,715	6.0	17	33,400	6.0	15	32,761	5.0	45	33,955	4.0	79
309.60 Prog Analyst II-Lo	29,604	3.0	9	27,032	4.0	19	26,296	3.0	31	27,500	2.0	53

*3 cases or less

TABLE 33
COMPARISON OF MEDIAN SALARIES BETWEEN INSIDE AND OUTSIDE HIRES FOR DOCTORAL AND COMPREHENSIVE INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	DOCTORAL INSTITUTIONS						COMPREHENSIVE INSTITUTIONS					
	INSIDE HIRE			OUTSIDE HIRE			INSIDE HIRE			OUTSIDE HIRE		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
310.00 Dir Comp Ctr Opr/Ad	64,709	6.0	60	74,510	5.0	29	53,185	8.0	75	50,672	8.5	60
310.10 Assc Dir Comp Ctr	61,340	8.0	23	54,280	4.5	16	44,853	5.0	32	46,661	5.5	18
312.00 Chf Phys Plnt/Fac	75,465	5.0	85	75,250	5.0	61	53,877	6.0	107	55,000	5.0	150
312.10 Assc Dir Phys Plnt	57,500	8.0	56	60,437	5.0	38	40,694	5.5	46	43,300	4.5	78
312.20 Mgr Landscape/Grnds	40,824	7.0	61	39,195	6.5	62	31,294	7.0	81	32,000	6.0	84
312.30 Mgr Bldg Mnt Trades	44,441	5.0	67	48,616	7.0	24	34,661	6.0	76	37,020	7.0	54
312.40 Mgr Tech Trades	44,262	6.0	34	44,871	5.0	11	35,753	5.0	33	39,834	5.0	35
312.50 Mgr Custodial Srv	39,800	6.0	75	36,791	3.0	46	32,027	5.0	87	30,800	4.0	77
312.60 Mgr Power Plant	45,150	6.0	56	46,280	6.5	32	34,976	6.0	59	41,500	5.0	31
313.00 Comptroller	72,200	6.5	66	76,250	5.0	49	55,135	8.0	99	52,742	4.0	82
313.10 Manager Payroll	40,656	6.0	94	39,204	4.0	45	31,398	5.5	120	29,076	4.0	51
314.00 Dir Accounting	54,000	5.0	75	55,640	6.0	28	41,962	5.0	82	44,488	5.0	71
314.10 Staff Accountant-Hi	36,130	5.0	27	29,664	3.5	22	31,140	5.0	67	31,560	3.0	70
314.20 Staff Accountant-Lo	24,900	5.0	15	26,340	2.0	21	24,256	2.5	24	25,411	3.0	72
315.00 Bursar	50,000	7.0	64	46,700	5.0	23	37,070	7.0	72	37,607	4.5	54
315.10 Assc Bursar	35,515	4.0	20	35,495	5.0	11	29,746	8.0	16	30,675	4.0	11
316.00 Dir Purchasing	53,804	7.0	84	53,190	5.0	57	38,110	7.0	110	41,521	5.0	95
316.10 Assc Dir Purchasing	44,904	6.0	47	43,056	4.0	19	32,462	6.0	41	32,700	6.0	20
317.00 Dir Bookstore	47,167	5.0	53	49,524	7.0	34	35,500	5.0	69	37,318	7.0	76
317.10 Assc Dir Bookstore	37,446	5.5	26	34,437	5.0	9	29,607	7.0	21	25,300	3.0	19
318.00 Dir Internal Audit	58,839	8.0	36	58,649	6.0	58	41,050	6.0	25	42,015	5.0	65
319.00 Dir Aux Services	65,000	5.5	52	65,570	10.0	25	51,996	6.0	64	50,000	4.0	37
319.10 Mgr Mail Services	28,584	6.0	83	32,400	7.0	33	25,034	4.0	89	25,327	5.0	54
320.00 Dir Campus Security	53,529	6.0	69	55,914	6.0	76	38,000	5.0	88	42,326	6.0	156
321.00 Dir Risk Mgt/Ins	57,533	5.0	34	58,320	5.5	40	43,700	5.0	20	43,841	4.0	8
322.00 Admin Hosp Med Ctr	160,176	6.0	13	170,000	3.0	9	*	5.0	2	*	7.0	1
322.10 Dir Med Ctr Pub Rel	56,152	6.5	16	61,677	6.0	13	*	*		*	5.0	3
322.20 Dir Med Ctr Pers	81,618	7.0	15	67,000	2.0	7	*	15.0	1	*	.4	1
EXTERNAL AFFAIRS												
401.00 Chief Developmnt Off	93,045	3.0	44	101,000	2.0	61	68,279	3.0	68	74,639	3.0	124
401.10 Dir Annual Giving	44,600	2.0	43	42,203	2.5	46	37,110	2.0	40	37,258	2.0	97
401.20 Dir Corp/Fndtn Rel	54,600	4.0	37	50,245	2.0	42	45,108	2.0	27	43,882	3.0	64
401.30 Coord Res Dev	37,550	3.0	21	40,135	4.0	20	31,442	3.0	28	29,702	3.0	29
401.40 Dir Estate Pln	58,967	5.0	19	55,392	6.0	25	39,995	3.0	11	52,520	4.0	31
402.00 Chf Public Rel Off	72,114	6.0	47	74,775	3.0	48	53,327	5.5	54	47,403	3.0	103
402.10 Dir Gov/Leg Rel	78,279	4.0	36	66,000	4.5	36	62,700	4.0	13	57,281	5.5	18
403.00 Chf Dev/Pub Rel Off	89,185	3.0	17	97,000	2.0	37	71,142	4.0	28	77,050	3.5	46
404.00 Dir Alumni Affairs	51,851	4.0	59	56,750	4.0	64	42,000	4.0	98	38,480	4.0	131
405.00 Dir Dev/Alumni Aff	73,850	4.0	9	69,445	1.5	14	45,315	3.0	20	48,925	2.0	19
406.00 Dir Spec/Defer Gifts	57,500	5.5	22	55,890	2.0	17	38,700	3.0	11	51,750	2.0	26
407.00 Dir Church Relations	*	3.0	1	56,155	6.0	6	47,150	3.5	6	43,450	5.0	9
408.00 Dir Community Serv	44,346	5.0	13	50,584	6.5	12	42,740	6.5	10	35,750	2.0	14
409.00 Dir Publications	47,414	5.0	65	45,646	4.0	37	37,151	6.0	51	37,604	4.0	78
409.10 Assc Dir Publicatns	35,709	3.0	26	36,430	4.0	11	29,918	5.0	19	28,390	2.0	27
409.20 Mgr Printing Srv	41,846	8.0	68	46,695	4.0	43	31,428	10.0	67	33,177	6.0	76
410.00 Dir Info Office	53,135	5.0	38	53,864	3.0	32	40,000	6.0	33	39,792	5.0	59
411.00 Dir News Bureau	41,476	4.0	38	45,980	5.0	31	36,000	5.5	30	34,000	3.0	56
STUDENT SERVICES												
501.00 Chf Student Aff Off	89,913	5.0	73	92,567	7.0	67	69,139	5.0	126	71,035	6.0	118
501.50 Dean of Students	66,500	5.0	65	62,500	5.0	21	51,000	5.0	58	50,630	5.0	58
502.00 Chief Admissions Off	56,496	6.0	64	67,932	3.0	54	48,512	6.0	112	52,000	4.0	109
502.10 Assc Dir Admissions	43,196	5.0	59	43,123	4.5	20	34,581	5.0	113	33,641	3.0	61
502.20 Admissions Counselor	29,094	7.0	12	23,017	2.0	16	25,758	3.0	25	22,000	2.0	83
502.30 Academic Advisor	35,618	3.5	12	28,000	3.0	9	33,990	5.0	35	27,020	3.0	26
503.00 Dir Adm & Registrar	64,870	8.0	18	74,799	11.0	5	56,604	3.0	17	52,786	10.0	12
504.00 Registrar	59,357	8.0	81	59,126	7.0	51	46,300	6.0	162	48,500	4.5	90
504.10 Assc Registrar	42,126	7.0	63	39,044	5.0	21	36,275	5.0	83	33,822	4.5	28
504.20 Asst Registrar	30,360	5.0	38	30,800	5.0	15	28,885	4.5	76	28,885	4.0	26
505.00 Dir Adm/Fin Aid	80,300	9.0	6	75,187	6.5	4	63,552	2.0	12	66,210	3.0	6
506.00 Dir Student Fin Aid	54,018	6.0	91	57,948	7.0	69	43,395	6.0	138	46,090	5.0	140
506.10 Assc Dir Std Fin Aid	39,899	4.0	66	40,797	5.0	38	31,971	4.0	105	31,512	3.0	71
507.00 Dir Food Services	51,850	6.0	31	56,000	5.0	37	43,807	8.0	30	42,000	7.0	31
507.10 Assc Dir Food Serv	40,744	4.0	25	45,367	8.0	10	33,067	4.5	14	28,704	7.0	13
508.00 Dir Residence Halls	54,256	5.5	56	55,469	4.0	51	42,431	5.0	88	37,000	4.0	113
508.10 Assc Dir Std Housing	43,754	5.0	42	39,527	4.0	24	32,950	4.0	41	31,824	3.0	41
508.20 Housing Off/Adm Opr	39,400	6.0	51	36,100	5.0	17	35,746	3.0	21	31,318	4.0	31
508.30 Housing Off/Res Life	35,964	4.0	39	36,210	3.0	29	34,069	3.0	35	28,000	2.0	46
509.00 Dir Union/Std Act	51,597	6.5	24	47,470	7.0	17	45,323	4.5	36	38,959	4.0	29
510.00 Dir Foreign Students	42,600	6.5	52	36,000	6.0	36	34,612	6.0	53	32,716	3.0	39
511.00 Dir Student Union	51,597	8.5	42	48,723	7.0	33	41,993	6.0	45	40,334	6.0	42
511.10 Assc Dir Std Union	39,088	6.0	33	34,545	5.0	19	33,334	6.0	22	30,994	4.0	31
512.00 Dir Std Activities	43,519	6.0	51	37,500	3.0	32	38,408	7.0	57	31,458	3.0	110
513.00 Dir Career Dev-Plcmt	49,380	6.0	76	52,066	6.0	64	41,853	4.0	122	40,131	5.0	117
514.00 Dir Std Counseling	54,509	6.0	81	53,952	6.0	43	46,800	6.0	99	44,852	5.0	116
514.10 Assc Dir Std Cnslg	48,624	6.0	35	38,518	4.0	9	39,960	3.0	27	32,538	3.0	26
515.00 Dir Std Hlth-Physicn	82,344	5.0	49	89,808	5.0	53	64,284	1.5	20	78,288	6.0	49
516.00 Dir Std Hlth-Nurse	43,056	5.0	32	43,074	5.0	29	37,284	6.0	63	31,296	5.0	88
517.00 Dir Campus Ministries	50,600	3.5	8	41,700	4.0	18	36,802	3.0	21	31,673	3.0	48
518.00 Dir Athletics	83,743	6.0	53	87,931	5.0	81	56,240	5.0	100	60,000	4.0	142
519.00 Dir Sports Info	40,054	8.0	46	34,646	5.0	73	31,573	6.0	46	28,371	4.0	148
520.00 Dir Athletics/Men	54,550	6.0	9	75,950	4.5	10	52,615	7.5	12	42,500	5.0	9
521.00 Dir Athletics/Women	50,382	6.0	27	52,739	8.0	15	45,614	12.0	22	37,900	7.0	19
522.00 Dir Campus Rec	48,537	7.0	68	45,040	8.0	44	37,255	6.0	68	29,828	5.0	80
523.00 Chief Enrollment Mgmt	68,400	2.0	15	69,709	3.5	12	63,468	3.0	30	64,800	2.0	25
524.00 Dir Minority Affairs	47,460	4.0	35	43,927	2.0	38	41,145	4.0	37	35,775	3.0	62
525.00 Dir Conferences	49,129	5.5	44	44,244	4.0	19	37,833	5.0	36	33,500	3.0	45

*3 cases or less

TABLE 34
COMPARISON OF MEDIAN SALARIES BETWEEN INSIDE AND OUTSIDE HIRES FOR GENERAL BACCALAUREATE AND TWO YEAR INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	GENERAL BACCALAUREATE INSTITUTIONS						TWO YEAR INSTITUTIONS					
	INSIDE HIRE			OUTSIDE HIRE			INSIDE HIRE			OUTSIDE HIRE		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
EXECUTIVE												
101.00 CEO / SYSTEM	*	5.0	1	100,000	6.0	7	89,934	8.0	13	95,650	6.0	29
101.10 Asst to Ceo/System	*	3.0	1	39,912	4.0	4	50,705	7.0	7	38,090	7.0	4
102.00 Ceo / Single Inst	86,425	9.5	92	101,825	5.0	286	83,556	8.0	101	85,033	6.0	200
102.10 Asst to Ceo/Single	44,875	4.0	91	40,000	4.0	67	46,947	5.0	50	39,056	5.0	26
103.00 Exec Vice Pres	70,992	7.0	23	82,000	3.0	22	71,638	5.0	24	67,912	5.0	18
ACADEMIC												
201.00 Chief Acad Off	63,000	4.0	173	71,463	4.0	193	64,145	4.0	147	64,310	4.0	140
202.00 Chf Hlth Prof Off	49,206	21.0	4	60,029	5.0	4	*	14.0	3	47,000	6.0	7
203.00 Dir Library Serv	40,400	7.0	101	43,124	6.0	253	44,650	10.0	73	41,771	7.3	136
203.10 Circulatn Librarian	24,500	6.5	32	23,850	4.0	93	35,699	8.0	10	34,733	9.5	42
203.20 Acquistns Librarian	26,985	9.0	31	28,300	10.0	90	38,568	8.0	11	31,967	6.5	22
203.30 Tech Serv Librarian	29,739	9.0	57	28,196	6.0	156	30,912	6.0	17	35,020	7.0	67
203.40 Public Serv Librarian	38,200	10.0	17	29,804	5.0	95	36,229	5.0	7	37,120	9.5	36
203.50 Reference Librarian	31,056	10.0	47	27,489	4.0	162	30,921	5.0	10	35,316	8.5	60
204.00 Dir Instit Research	42,600	5.0	49	40,512	3.0	46	49,718	3.0	47	43,756	4.0	82
204.10 Assc Dir Inst Res	24,880	3.5	8	26,200	3.5	10	*	6.0	3	37,176	2.0	7
205.00 Dir Educ Media Serv	31,950	5.0	47	30,000	6.0	106	38,563	7.5	28	34,782	6.0	51
206.00 Dir Learning Res Ctr	31,569	4.0	51	28,827	5.0	61	45,728	6.0	59	44,500	7.0	68
207.00 Dir Internatl Std Ed	42,958	5.0	27	35,050	5.0	24	43,816	4.0	7	*	3.0	3
208.00 Dir Comp Ctr Opr/Acad	43,000	4.0	47	38,723	5.0	86	43,038	7.0	33	41,000	4.0	25
208.10 Assc Dir CC Opr/Acad	30,072	6.0	18	28,620	3.0	26	37,470	3.5	6	41,351	5.5	4
209.00 Admn Grants-Contract	40,123	5.0	19	32,300	3.0	39	45,358	2.5	32	40,336	3.0	33
210.00 Dean,Architecture	*	2.0	1	*	8.5	2	*	*		*	*	
211.00 Dean,Agriculture	*	7.0	2	*	19.0	2	45,296	22.5	4	62,000	7.0	7
212.00 Dean,Arts & Letters	56,822	3.0	10	67,622	2.0	5	52,074	6.5	16	54,372	4.0	6
213.00 Dean,Arts & Sciences	60,000	3.0	26	58,595	5.0	22	52,760	5.0	52	55,763	4.0	21
214.00 Dean,Business	54,000	3.0	55	62,140	3.0	40	50,166	4.0	89	51,804	4.0	57
215.00 Dean,Communications	37,010	3.5	8	39,904	3.5	6	49,091	3.5	20	59,171	11.0	8
216.00 Dean,Continuing Ed	48,118	7.0	45	45,150	5.0	50	51,438	6.0	95	50,784	5.0	61
217.00 Dean,Dentistry	*	*		*	*		*	*		*	1.4	1
218.00 Dean,Education	44,525	3.0	45	50,550	3.5	26	49,776	4.0	9	52,585	2.0	5
219.00 Dean,Engineering	59,565	4.0	5	*	3.0	3	54,645	4.5	30	55,281	5.0	18
221.00 Dean,Extension	*	6.0	3	46,361	6.0	4	58,521	2.5	18	53,516	6.0	12
222.00 Dean,Fine Arts	47,274	3.0	21	42,845	5.0	16	48,511	6.5	16	57,521	5.0	7
223.00 Dean,Graduate Program	49,947	3.0	34	49,875	3.0	19	*	1.0	1	*	*	
224.00 Dean,Hlth-Rltd Prof	58,475	2.5	8	59,348	4.0	7	52,015	6.0	53	51,101	4.0	33
225.00 Dean,Home Economics	*	18.5	2	*	3.5	2	*	7.0	2	*	10.0	2
226.00 Dean,Humanities	43,375	3.5	50	54,398	3.5	6	50,618	3.5	40	54,891	5.5	20
227.00 Dean,Instruction	45,728	3.0	5	*	5.0	1	55,730	1.0	24	62,939	5.0	10
228.00 Dean,Law	*	4.0	3	*	3.0	1	*	5.0	3	*	*	
229.00 Dean,Lib & Inf Sci	*	*		*	4.0	3	52,535	5.0	11	55,285	18.5	6
230.00 Dean,Mathematics	48,957	7.0	13	43,625	4.0	8	56,450	4.5	28	50,589	6.5	10
232.00 Dean,Music	43,025	3.5	14	35,253	7.0	5	*	31.0	1	*	19.0	2
233.00 Dean,Nursing	48,875	5.0	19	53,700	4.0	28	46,891	7.5	26	49,525	3.0	30
234.00 Dean,Occ Std/Voc Ed	60,924	6.5	6	*	3.7	2	52,115	5.0	79	55,771	4.0	41
235.00 Dean,Pharmacy	*	*		*	16.0	1	*	*		*	*	
237.00 Dean,Sciences	46,270	3.0	49	56,796	5.5	8	52,626	5.0	41	53,068	2.5	14
238.00 Dean,Social Sciences	44,918	5.0	44	48,631	3.0	7	53,160	5.0	42	53,630	9.5	18
239.00 Dean,Social Work	35,250	2.0	4	*	6.0	3	*	3.0	1	*	4.0	1
240.00 Dean,Special Programs	48,035	5.0	8	42,936	6.0	13	49,652	6.0	29	43,000	2.0	17
241.00 Dean,Undergrad Prog	55,089	5.5	10	59,751	3.5	8	*	1.0	1	*	10.0	3
242.00 Dean,Veterinary Sci	*	*		*	*		*	*		*	14.0	1
ADMINISTRATIVE												
301.00 Chief Business Off	64,388	7.5	112	70,000	6.0	217	61,118	9.0	123	60,202	6.3	160
301.01 Chief Admin Off	58,619	4.0	29	60,945	4.0	18	61,000	7.0	31	59,950	4.0	19
301.02 Chief Financial Off	53,988	5.0	34	57,750	3.0	45	52,452	5.0	37	56,152	5.0	47
301.10 Dir Env Health-Safety	29,863	2.5	6	34,050	1.5	8	*	4.0	3	*	1.0	1
301.20 Dir Telecommunic	31,142	5.0	17	30,550	3.0	18	41,701	5.5	16	47,067	5.0	11
302.00 Chief Planning Off	60,350	4.0	19	48,230	5.5	10	60,522	5.0	25	55,530	6.0	15
303.00 Chief Budgeting Off	42,648	4.5	22	51,284	5.0	22	40,083	5.5	14	47,946	5.0	25
303.10 Assc Budget Dir	38,213	2.0	12	40,544	3.5	12	36,860	5.0	5	44,260	7.0	8
304.00 Chief Plan-Budgt Off	*	8.0	3	60,632	4.0	5	53,148	2.0	4	65,013	9.5	4
305.00 General Counsel	*	1.0	1	79,653	6.0	7	*	2.5	2	56,000	4.0	8
305.10 Staff Attorneys	*	*		*	6.0	3	*	*		*	*	
306.00 Chf Personnel/HR Off	38,138	5.0	79	45,000	4.0	102	49,991	7.5	66	47,490	5.0	80
306.10 Assc Dir Pers/HR	30,765	4.0	27	34,576	3.5	20	40,521	7.0	15	41,640	4.0	21
306.20 Manager Benefits	27,336	4.0	27	27,754	4.0	20	28,537	6.0	16	31,753	4.0	17
306.30 Manager Training-Dev	*	*		*	1.0	3	48,107	4.5	6	37,641	4.0	9
306.40 Manager Empl Relatns	44,530	4.5	6	*	2.0	1	*	*		*	*	
306.50 Manager Labor Rel	*	*		*	3.5	2	*	2.0	1	*	*	
306.60 Manager Employment	26,128	2.0	8	34,000	4.0	7	30,982	3.0	11	32,329	5.0	9
306.70 Mgr Wage-Sal/Mgr,Comp	*	6.0	3	*	2.0	3	27,372	7.0	5	31,410	3.0	6
306.80 Mgr Personnel Inf Sys	23,250	3.0	8	27,650	3.0	5	34,703	6.0	6	34,786	3.5	4
307.00 Dir AA/EEO	50,010	2.0	9	45,450	3.0	11	50,843	3.5	20	45,870	3.0	18
307.10 Assc Dir AA/EEO	*	3.5	2	*	2.0	1	*	12.0	2	*	3.0	1
308.00 Dir Pers-AA	31,533	5.0	30	36,453	3.5	24	40,000	6.0	39	44,092	5.0	43
309.00 Chief Inform Sys Off	47,638	7.0	64	51,742	6.0	89	47,578	8.0	66	49,700	7.0	88
309.10 Assc Dir Computer Ctr	35,435	3.5	20	36,713	4.0	37	48,162	8.0	15	42,000	7.0	21
309.20 Data Base Admin	27,090	3.0	9	30,628	5.0	17	39,487	5.0	12	42,969	5.5	14
309.30 Sys Analyst I-Hi	32,400	4.0	21	32,175	4.0	52	35,965	7.0	32	35,918	6.0	31
309.40 Sys Analyst II-Lo	24,725	4.5	4	26,225	2.0	29	35,765	5.5	6	34,800	4.0	11
309.50 Prog Analyst I-Hi	32,122	4.0	23	30,079	4.0	75	34,212	7.0	31	30,971	5.0	50
309.60 Prog Analyst II-Lo	25,923	4.5	32	24,180	3.0	49	29,000	6.0	19	27,298	3.0	46
310.00 Dir Comp Ctr Opr/Ad	39,773	7.0	65	39,125	4.5	100	45,696	6.0	41	47,978	7.5	46
310.10 Assc Dir Comp Ctr	33,794	4.5	28	27,709	3.5	32	37,732	8.0	10	45,000	6.0	13

*3 cases or less

TABLE 34
COMPARISON OF MEDIAN SALARIES BETWEEN INSIDE AND OUTSIDE HIRES FOR GENERAL BACCALAUREATE AND TWO YEAR INSTITUTIONS

CUPA 1992-93 ADCOMP SURVEY	GENERAL BACCALAUREATE INSTITUTIONS						TWO YEAR INSTITUTIONS					
	INSIDE HIRE			OUTSIDE HIRE			INSIDE HIRE			OUTSIDE HIRE		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
312.00 Chf Phys Plnt/Fac	39,500	6.0	111	45,883	5.0	188	42,987	7.0	93	43,166	5.0	146
312.10 Assc Dir Phys Plnt	32,000	5.0	54	32,960	4.0	68	37,185	5.0	41	39,573	4.0	36
312.20 Mgr Landscape/Grnds	26,618	6.0	53	28,142	5.0	79	29,657	7.5	26	27,151	5.0	28
312.30 Mgr Bldg Mnt Trades	33,927	5.5	58	29,681	5.0	35	38,136	7.5	20	32,949	6.0	25
312.40 Mgr Tech Trades	33,299	5.0	22	30,263	7.0	20	32,467	5.0	16	35,992	5.5	4
312.50 Mgr Custodial Srv	26,020	5.0	94	27,020	4.0	68	30,369	5.5	46	26,087	5.0	35
312.60 Mgr Power Plant	40,279	9.0	19	37,929	8.0	16	35,798	5.0	9	*	11.0	3
313.00 Comptroller	40,950	7.0	77	44,423	4.5	154	44,260	8.0	56	44,500	5.0	77
313.10 Manager Payroll	22,902	5.0	66	24,867	4.0	56	29,832	5.0	45	29,398	6.5	40
314.00 Dir Accounting	35,395	4.5	36	34,536	3.0	53	34,409	7.5	38	37,527	6.0	49
314.10 Staff Accountant-Hi	28,394	5.0	67	26,008	4.0	76	31,100	5.0	27	31,889	4.5	62
314.20 Staff Accountant-Lo	25,200	3.0	33	21,100	2.0	51	23,963	4.5	30	24,225	3.0	31
315.00 Bursar	28,630	6.0	54	32,467	6.0	34	32,454	7.0	23	39,161	4.0	19
315.10 Assc Bursar	20,800	3.0	11	21,258	4.0	10	33,794	10.5	6	*	4.5	2
316.00 Dir Purchasing	30,818	6.0	66	35,394	4.5	56	32,543	6.0	64	37,196	5.0	74
316.10 Assc Dir Purchasing	25,898	8.0	11	*	2.5	2	26,339	5.0	11	34,350	8.0	13
317.00 Dir Bookstore	24,953	6.0	107	27,300	6.0	133	29,360	6.0	74	28,680	6.0	79
317.10 Assc Dir Bookstore	19,705	7.0	24	19,035	3.0	24	26,427	3.0	17	26,048	3.0	23
318.00 Dir Internal Audit	39,100	3.0	4	39,329	4.0	15	41,471	3.0	5	35,427	2.0	27
319.00 Dir Aux Services	42,330	5.0	32	40,489	5.0	32	35,699	8.0	21	46,182	9.0	25
319.10 Mgr Mail Services	19,884	6.0	92	17,500	3.0	65	21,909	8.5	22	22,256	3.0	19
320.00 Dir Campus Security	27,900	4.0	58	30,807	4.0	166	32,672	5.0	39	33,313	5.8	66
321.00 Dir Risk Mgt/Ins	*	4.0	3	*	7.0	2	47,982	7.0	8	*	3.0	3
322.00 Admin Hosp Med Ctr	*	*		*	*		*	2.0	1	*	*	
322.10 Dir Med Ctr Pub Rel	*	*		*	*		*	1.0	1	*	*	
322.20 Dir Med Ctr Pers	*	7.0	1	*	2.0	1	*	*		*	*	
EXTERNAL AFFAIRS												
401.00 Chief Developmnt Off	60,000	3.0	93	66,078	3.0	197	55,877	5.0	50	45,200	3.0	55
401.10 Dir Annual Giving	32,373	2.0	73	33,207	2.0	132	29,259	2.0	6	38,719	2.0	15
401.20 Dir Corp/Fndtn Rel	37,817	3.0	26	38,550	2.0	98	44,000	2.0	7	41,275	3.0	24
401.30 Coord Res Dev	28,041	4.0	33	30,633	3.0	50	*	3.5	2	33,998	1.5	12
401.40 Dir Estate Pln	41,840	6.0	21	45,104	4.0	56	*	6.0	1	*	*	
402.00 Chf Public Rel Off	39,385	4.0	43	38,784	3.0	161	43,067	7.0	30	41,667	4.0	89
402.10 Dir Gov/Leg Rel	*	6.5	2	*	4.0	3	*	5.0	3	*	3.0	2
403.00 Chf Dev/Pub Rel Off	57,823	4.5	16	64,797	4.0	30	49,291	7.0	12	43,660	5.0	21
404.00 Dir Alumni Affairs	32,515	3.0	103	31,182	3.0	185	29,393	7.0	10	25,990	1.0	10
405.00 Dir Dev/Alumni Aff	43,536	2.0	16	46,527	2.5	22	35,999	7.0	5	39,241	2.5	14
406.00 Dir Spec/Defer Gifts	44,413	4.0	32	45,632	3.0	43	*	*		*	7.0	1
407.00 Dir Church Relations	36,000	3.0	11	37,600	5.0	46	*	*		*	*	
408.00 Dir Community Serv	35,750	4.0	12	29,000	2.0	19	42,522	6.0	47	44,894	6.0	30
409.00 Dir Publications	31,876	5.0	29	31,070	3.0	90	38,978	3.5	14	34,303	4.0	24
409.10 Assc Dir Publicatns	28,100	2.0	22	26,220	2.0	35	33,122	4.0	5	*	2.0	3
409.20 Mgr Printing Srv	24,042	6.5	40	26,000	6.5	58	28,716	9.0	32	26,296	7.0	37
410.00 Dir Info Office	34,130	5.0	28	29,526	4.0	75	33,201	4.0	24	36,239	4.0	47
411.00 Dir News Bureau	24,328	3.0	13	26,208	2.0	52	*	7.0	1	27,606	6.0	6
STUDENT SERVICES												
501.00 Chf Student Aff Off	52,309	5.0	127	55,400	4.5	178	56,256	6.0	153	58,198	3.0	93
501.50 Dean of Students	44,000	3.0	61	43,460	3.0	69	53,148	5.5	50	51,664	5.5	36
502.00 Chief Admissions Off	40,000	3.5	129	45,931	4.0	152	39,378	5.0	70	45,768	5.0	56
502.10 Assc Dir Admissions	28,250	2.5	112	31,559	3.0	87	29,935	3.0	16	33,333	4.0	26
502.20 Admissions Counselor	22,468	1.5	28	20,330	2.0	113	29,500	3.5	22	26,622	2.0	64
502.30 Academic Advisor	34,699	3.0	26	28,100	2.0	20	29,412	2.0	18	32,103	4.5	20
503.00 Dir Adm & Registrar	31,652	.7	8	40,600	7.0	5	42,768	5.0	56	46,846	7.0	39
504.00 Registrar	35,570	7.0	186	35,820	5.0	157	38,640	6.0	108	37,422	4.0	58
504.10 Assc Registrar	27,250	4.0	62	25,515	3.5	28	30,127	8.0	24	35,521	6.0	13
504.20 Asst Registrar	22,763	3.0	85	19,764	4.0	37	28,884	4.0	22	25,335	3.0	11
505.00 Dir Adm/Fin Aid	47,079	4.0	23	58,487	5.0	28	45,305	7.5	8	41,876	9.0	8
506.00 Dir Student Fin Aid	34,045	5.0	153	37,485	5.0	194	38,034	6.5	120	39,677	5.0	142
506.10 Assc Dir Std Fin Aid	24,031	3.0	96	25,000	3.0	89	30,081	3.0	34	30,259	3.0	42
507.00 Dir Food Services	34,435	7.0	23	37,020	5.5	56	25,271	2.0	15	33,479	5.0	37
507.10 Assc Dir Food Serv	30,700	4.0	19	23,736	2.0	28	*	12.0	3	25,905	3.5	8
508.00 Dir Residence Halls	32,760	4.0	58	28,737	2.0	118	27,196	5.5	10	26,698	2.5	22
508.10 Assc Dir Std Housing	26,782	3.0	25	22,885	3.0	28	*	1.0	1	*	1.0	2
508.20 Housing Off/Adm Opr	24,625	2.0	11	20,710	2.0	15	28,127	4.5	4	*	3.0	1
508.30 Housing Off/Res Life	25,050	2.0	27	24,823	2.0	62	22,083	3.0	4	24,414	1.5	12
509.00 Dir Union/Std Act	32,064	2.0	12	27,500	3.0	39	46,511	4.0	7	40,291	6.0	7
510.00 Dir Foreign Students	30,348	2.0	17	28,340	3.0	31	33,623	2.0	10	36,244	6.0	7
511.00 Dir Student Union	34,862	5.0	18	31,115	3.0	19	*	5.0	3	29,400	6.0	4
511.10 Assc Dir Std Union	27,292	9.5	6	21,000	1.0	7	*	5.0	1	*	2.5	2
512.00 Dir Std Activities	27,300	3.0	65	26,000	2.0	139	35,600	5.0	65	29,823	4.0	85
513.00 Dir Career Dev-Plcmt	32,342	5.0	99	31,414	4.0	198	39,502	5.0	60	34,232	5.0	71
514.00 Dir Std Counseling	35,800	4.0	66	33,482	4.0	147	45,910	5.0	77	42,680	6.0	78
514.10 Assc Dir Std Cnslg	29,960	4.0	14	29,211	2.0	25	36,000	2.0	7	32,000	2.0	9
515.00 Dir Std Hlth-Physicn	*	8.5	2	84,750	8.0	27	*	*		30,090	11.0	5
516.00 Dir Std Hlth-Nurse	29,217	4.0	51	25,030	6.0	176	30,555	6.0	11	28,465	6.0	33
517.00 Dir Campus Ministries	33,600	4.0	30	31,435	3.0	156	*	4.0	1	*	1.0	3
518.00 Dir Athletics	41,672	5.0	140	43,354	4.0	146	43,400	5.0	68	40,007	5.0	43
519.00 Dir Sports Info	23,050	3.0	21	22,630	2.0	107	*	2.0	3	*	7.0	3
520.00 Dir Athletics/Men	46,967	8.0	10	34,057	7.0	4	*	1.0	1	*	1.5	2
521.00 Dir Athletics/Women	38,258	6.0	13	35,343	5.0	23	*	*		*	4.0	3
522.00 Dir Campus Rec	30,142	5.0	25	25,732	3.0	63	35,363	7.5	8	24,053	4.5	18
523.00 Chief Enrollment Mgmt	54,600	3.0	39	56,000	4.0	37	47,424	3.5	22	39,400	2.0	10
524.00 Dir Minority Affairs	30,000	2.5	21	31,200	2.0	63	45,057	2.0	9	32,225	2.0	19
525.00 Dir Conferences	32,200	3.0	32	30,890	4.0	36	29,250	2.5	10	34,500	3.0	9

*3 cases or less

TABLE 35
COMPARISON OF MEDIAN SALARIES FOR MEDIAN YEARS OF SERVICE BY INSTITUTIONAL CLASSIFICATION

CUPA 1992-93 ADCOMP SURVEY	DOCTORAL INSTITUTIONS			COMPREHENSIVE INSTITUTIONS			GENERAL BACCALAUREATE INSTITUTIONS			TWO YEAR INSTITUTIONS		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
EXECUTIVE												
101.00 CEO / SYSTEM	149,750	4.5	26	124,000	5.0	17	95,025	5.5	8	93,181	7.0	42
101.10 Asst to Ceo/System	71,900	3.0	13	59,800	3.5	4	41,690	3.0	5	50,248	5.5	12
102.00 Ceo / Single Inst	138,600	4.0	144	104,040	5.0	273	100,000	5.0	382	84,000	6.0	306
102.10 Asst to Ceo/Single	63,050	4.0	84	54,463	4.0	149	42,531	4.0	164	43,081	5.0	77
103.00 Exec Vice Pres	132,375	3.0	40	77,434	4.3	44	72,970	5.0	48	71,598	5.0	43
ACADEMIC												
201.00 Chief Acad Off	119,000	2.0	159	86,500	3.0	273	69,231	4.0	372	63,874	4.0	292
202.00 Chf Hlth Prof Off	195,046	5.0	35	88,888	3.0	15	53,266	9.0	8	47,305	7.5	10
203.00 Dir Library Serv	83,760	6.0	152	59,280	7.0	266	42,027	7.0	360	42,960	8.0	212
203.10 Circulatn Librarian	36,725	5.5	112	30,070	4.0	144	23,663	4.5	128	34,010	9.5	52
203.20 Acquistns Librarian	40,502	6.0	109	34,261	8.0	155	27,770	9.5	126	34,600	7.0	33
203.30 Tech Serv Librarian	51,810	7.0	103	36,450	6.0	175	28,840	6.5	218	34,393	7.0	85
203.40 Public Serv Librarian	52,059	5.0	91	36,796	6.0	120	30,263	6.0	115	36,704	7.0	44
203.50 Reference Librarian	40,462	5.0	105	32,880	6.0	184	28,452	5.0	217	35,116	8.5	76
204.00 Dir Instit Research	60,260	5.0	106	49,814	5.0	144	41,200	4.5	96	46,957	3.0	130
204.10 Assc Dir Inst Res	46,000	4.0	38	36,507	3.5	36	26,000	3.0	20	36,136	4.5	12
205.00 Dir Educ Media Serv	51,887	7.0	80	38,848	8.0	146	30,600	6.0	155	35,953	7.5	80
206.00 Dir Learning Res Ctr	50,814	7.0	44	38,453	6.0	82	31,320	5.0	115	45,489	6.0	132
207.00 Dir Internatl Std Ed	61,080	3.5	70	48,200	4.0	79	39,457	5.0	51	46,131	3.5	10
208.00 Dir Comp Ctr Opr/Acad	72,625	6.0	78	51,269	5.0	115	40,280	4.0	134	42,365	5.5	58
208.10 Assc Dir CC Opr/Acad	55,689	7.0	33	44,508	5.0	44	29,535	4.0	47	37,491	4.5	10
209.00 Admn Grants-Contract	66,596	5.0	123	47,176	4.0	135	33,668	3.0	58	42,095	3.0	67
210.00 Dean,Architecture	96,500	4.0	48	85,540	5.5	4	*	8.0	3	*	*	
211.00 Dean,Agriculture	105,600	5.0	46	71,873	3.0	15	62,782	11.0	4	52,221	7.0	11
212.00 Dean,Arts & Letters	92,467	5.0	24	70,991	3.0	40	58,473	3.0	16	51,750	5.0	23
213.00 Dean,Arts & Sciences	99,468	3.0	96	74,911	3.0	156	58,892	4.0	49	53,892	5.0	74
214.00 Dean,Business	113,434	4.0	139	80,150	3.5	216	58,000	3.0	97	51,438	4.0	146
215.00 Dean,Communications	93,850	5.5	32	63,201	4.0	17	37,010	3.5	14	50,100	4.0	28
216.00 Dean,Continuing Ed	79,357	6.0	83	62,500	4.0	125	46,337	5.0	98	50,931	6.0	158
217.00 Dean,Dentistry	131,622	6.0	26	*	8.0	3	*	*		*	.7	2
218.00 Dean,Education	90,000	4.0	110	70,937	3.5	180	46,200	3.5	72	50,405	4.0	16
219.00 Dean,Engineering	117,400	4.0	111	89,040	6.0	64	53,080	3.5	8	54,776	5.0	48
221.00 Dean,Extension	96,650	7.0	25	63,718	5.0	13	51,648	6.0	7	57,177	4.0	31
222.00 Dean,Fine Arts	89,682	3.0	41	72,700	5.0	56	45,620	4.0	37	51,252	6.0	23
223.00 Dean,Graduate Program	91,500	4.0	118	66,431	4.0	161	49,911	3.0	55	*	1.0	1
224.00 Dean,Hlth-Rltd Prof	91,862	7.0	28	72,224	4.0	43	59,251	4.0	15	51,995	5.0	88
225.00 Dean,Home Economics	92,989	5.0	30	65,330	6.5	6	39,035	6.5	4	69,364	7.5	4
226.00 Dean,Humanities	97,000	4.5	20	65,000	3.0	43	43,875	4.0	57	53,065	5.0	61
227.00 Dean,Instruction	*	6.2	2	*	3.0	1	44,459	3.0	6	57,000	2.0	34
228.00 Dean,Law	133,164	4.0	73	127,500	4.0	30	114,468	4.0	5	*	5.0	3
229.00 Dean,Lib & Inf Sci	88,416	5.0	26	66,990	4.5	22	37,210	7.0	4	53,578	11.0	17
230.00 Dean,Mathematics	93,081	2.5	6	59,875	5.0	17	46,116	5.5	22	53,393	5.0	39
231.00 Dean,Medicine	192,860	4.0	41	171,409	5.5	6	*	*		*	*	
232.00 Dean,Music	89,460	7.0	24	69,498	7.0	15	43,025	3.5	20	*	25.0	3
233.00 Dean,Nursing	97,300	4.0	69	68,433	4.0	70	51,798	4.0	49	48,806	5.0	58
234.00 Dean,Occ Std/Voc Ed	78,540	5.0	11	71,450	4.0	35	57,294	6.0	8	53,808	5.0	122
235.00 Dean,Pharmacy	107,488	5.0	33	82,670	4.5	10	*	16.0	1	*	*	
236.00 Dean,Public Health	138,348	6.0	12	*	13.0	1	*	*		*	2.0	1
237.00 Dean,Sciences	107,588	3.0	40	72,482	4.0	68	49,300	3.0	58	52,780	4.5	60
238.00 Dean,Social Sciences	103,274	4.0	18	72,695	5.0	35	44,918	5.0	51	52,923	5.0	61
239.00 Dean,Social Work	95,270	5.0	41	73,332	7.0	12	36,440	4.0	8	*	3.5	2
240.00 Dean,Special Programs	72,411	7.0	8	58,710	7.0	19	43,932	6.0	21	44,177	5.0	47
241.00 Dean,Undergrad Prog	84,800	3.0	35	64,000	4.0	30	55,745	5.0	21	49,519	5.5	4
242.00 Dean,Veterinary Sci	117,170	6.0	17	*	2.0	1	101,035	*		*	14.0	1
ADMINISTRATIVE												
301.00 Chief Business Off	103,768	6.0	125	80,701	6.0	243	67,000	6.0	334	60,924	7.3	290
301.01 Chief Admin Off	96,805	4.0	37	73,793	4.0	57	60,045	4.0	48	61,000	6.0	51
301.02 Chief Financial Off	84,045	4.0	73	69,139	5.0	105	55,000	4.0	82	54,924	5.0	84
301.10 Dir Env Health-Safety	57,500	4.5	106	41,694	4.0	58	33,500	2.0	14	34,250	2.5	4
301.20 Dir Telecommunic	59,421	5.5	108	44,000	5.0	112	31,142	4.0	36	43,199	5.0	28
302.00 Chief Planning Off	85,000	5.0	31	62,774	4.0	46	54,338	4.0	29	59,145	6.0	40
303.00 Chief Budgeting Off	66,456	6.0	107	51,934	6.0	130	46,030	5.0	44	44,956	5.3	42
303.10 Assc Budget Dir	52,500	5.0	63	41,211	4.0	57	39,400	2.0	25	42,000	7.0	14
304.00 Chief Plan-Budgt Off	84,340	4.0	30	61,308	5.5	20	58,256	5.5	8	59,004	3.0	8
305.00 General Counsel	88,475	7.0	89	63,132	5.0	52	73,327	4.0	8	53,786	3.0	10
305.10 Staff Attorneys	56,707	5.0	35	44,000	3.0	7	*	6.0	3	58,755	*	
306.00 Chf Personnel/HR Off	70,000	4.0	156	52,073	6.0	227	39,780	4.0	184	47,800	6.0	146
306.10 Assc Dir Pers/HR	48,635	3.5	72	38,616	5.0	95	32,137	4.0	47	41,183	5.0	36
306.20 Manager Benefits	42,971	5.0	117	31,755	4.0	126	27,336	4.0	47	30,105	4.0	34
306.30 Manager Training-Dev	40,450	3.0	73	32,077	4.0	37	*	1.0	3	37,641	4.0	15
306.40 Manager Empl Relatns	42,637	4.0	43	40,958	4.0	17	43,520	4.0	7	*	*	
306.50 Manager Labor Rel	52,642	6.0	26	53,414	4.0	10	*	3.5	2	*	2.0	1
306.60 Manager Employment	40,968	4.0	95	31,000	4.0	76	28,000	2.0	15	31,655	4.0	20
306.70 Mgr Wage-Sal/Mgr,Comp	41,652	4.0	86	34,605	3.0	54	36,677	3.0	6	30,979	6.0	11
306.80 Mgr Personnel Inf Sys	42,729	4.0	57	36,076	5.0	32	25,050	3.0	13	35,015	4.0	11
307.00 Dir AA/EEO	58,000	5.0	114	47,500	4.0	107	46,107	2.5	20	47,024	3.0	38
307.10 Assc Dir AA/EEO	39,598	3.0	36	39,053	3.0	13	*	3.0	3	*	9.0	3
308.00 Dir Pers-AA	53,419	8.0	9	46,200	7.0	41	33,100	4.0	55	42,450	5.5	84
309.00 Chief Inform Sys Off	79,859	6.0	108	63,588	6.0	181	48,771	6.0	158	48,184	7.0	157
309.10 Assc Dir Computer Ctr	64,743	5.0	42	45,898	7.0	65	36,292	4.0	59	42,200	7.0	37
309.20 Data Base Admin	50,774	6.0	69	39,944	5.0	64	30,628	4.0	28	43,563	6.0	27
309.30 Sys Analyst I-Hi	43,612	5.0	42	40,067	6.0	102	32,319	4.0	74	37,188	6.8	66
309.40 Sys Analyst II-Lo	36,002	3.0	24	31,168	4.0	71	26,225	2.0	33	34,458	5.0	17
309.50 Prog Analyst I-Hi	35,838	6.0	38	33,303	5.0	125	30,464	4.0	101	32,846	6.0	83
309.60 Prog Analyst II-Lo	28,246	3.0	33	27,293	2.5	90	25,608	4.0	84	28,547	4.0	66
310.00 Dir Comp Ctr Opr/Ad	69,094	6.0	92	51,810	8.0	140	39,250	5.0	167	46,691	6.3	88

*3 cases or less

TABLE 35
COMPARISON OF MEDIAN SALARIES FOR MEDIAN YEARS OF SERVICE BY INSTITUTIONAL CLASSIFICATION

CUPA 1992-93 ADCOMP SURVEY	DOCTORAL INSTITUTIONS			COMPREHENSIVE INSTITUTIONS			GENERAL BACCALAUREATE INSTITUTIONS			TWO YEAR INSTITUTIONS		
	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases	Med Sal in $	Med Years	Number of Cases
310.10 Assc Dir Comp Ctr	59,115	7.0	39	45,486	5.0	51	30,125	4.0	61	40,567	7.0	23
312.00 Chf Phys Plnt/Fac	75,425	5.0	148	54,642	5.0	263	44,009	6.0	303	43,116	6.0	244
312.10 Assc Dir Phys Plnt	58,597	7.0	97	42,009	5.0	129	32,662	4.0	123	37,399	5.0	79
312.20 Mgr Landscape/Grnds	40,192	7.0	127	31,500	6.0	169	27,883	6.0	134	27,823	6.0	55
312.30 Mgr Bldg Mnt Trades	45,142	5.5	94	35,854	6.0	131	32,633	5.5	94	34,932	6.0	45
312.40 Mgr Tech Trades	44,262	6.0	47	36,995	5.0	69	31,018	6.0	43	32,794	5.0	20
312.50 Mgr Custodial Srv	38,000	5.0	123	31,155	5.0	168	26,791	4.0	164	29,318	5.0	85
312.60 Mgr Power Plant	45,760	6.0	90	37,614	6.0	91	37,398	8.0	37	35,798	5.0	12
313.00 Comptroller	74,525	6.0	120	54,222	6.0	183	42,600	5.0	236	44,335	6.0	136
313.10 Manager Payroll	40,125	6.0	143	30,414	5.0	176	24,162	4.0	124	29,118	5.5	87
314.00 Dir Accounting	54,759	5.0	105	43,389	5.0	155	34,843	3.0	90	36,189	6.0	89
314.10 Staff Accountant-Hi	33,949	4.0	55	31,108	4.0	142	27,019	4.0	147	31,570	5.0	92
314.20 Staff Accountant-Lo	25,636	4.0	43	25,293	3.0	102	22,725	2.0	86	24,759	4.0	64
315.00 Bursar	49,537	7.0	91	37,079	6.0	129	28,676	6.0	95	37,566	6.0	43
315.10 Assc Bursar	36,030	4.0	33	30,619	4.0	29	20,658	3.8	22	33,668	10.0	9
316.00 Dir Purchasing	53,869	6.0	145	39,575	6.0	211	32,599	5.0	125	33,935	6.0	141
316.10 Assc Dir Purchasing	45,000	5.0	70	32,423	6.0	61	23,726	6.0	13	27,328	6.0	25
317.00 Dir Bookstore	47,415	6.0	88	36,000	7.0	149	25,770	6.0	244	29,290	6.0	155
317.10 Assc Dir Bookstore	34,000	5.5	36	25,900	7.0	40	19,780	5.0	48	25,532	3.0	41
318.00 Dir Internal Audit	58,973	7.0	117	41,876	5.0	91	39,140	4.0	19	35,677	3.0	34
319.00 Dir Aux Services	65,219	7.0	80	50,300	6.0	103	41,260	5.0	64	43,211	8.5	48
319.10 Mgr Mail Services	30,928	6.0	119	25,072	5.0	146	18,563	5.0	162	22,148	8.0	41
320.00 Dir Campus Security	55,000	6.0	147	40,927	5.0	250	30,300	4.0	231	33,200	5.8	110
321.00 Dir Risk Mgt/Ins	58,160	5.0	77	44,529	5.0	29	31,000	6.0	5	47,093	6.0	11
322.00 Admin Hosp Med Ctr	162,300	6.0	25	*	5.0	3	*	*		*	2.0	1
322.10 Dir Med Ctr Pub Rel	59,106	6.0	29	*	5.0	3	*	*		*	1.0	1
322.20 Dir Med Ctr Pers	77,050	8.0	24	*	7.7	2	*	4.5	2	*	*	
EXTERNAL AFFAIRS												
401.00 Chief Developmnt Off	96,000	2.0	107	71,512	3.0	193	63,875	3.0	294	49,708	4.0	105
401.10 Dir Annual Giving	44,000	2.0	92	37,265	2.0	140	32,940	2.0	209	35,127	2.0	22
401.20 Dir Corp/Fndtn Rel	52,000	3.0	84	44,670	3.0	92	38,550	2.0	127	41,307	3.0	31
401.30 Coord Res Dev	40,000	4.0	43	29,702	3.0	58	29,255	3.0	83	32,500	2.0	15
401.40 Dir Estate Pln	57,131	5.5	48	45,000	3.0	44	43,567	4.0	79	*	6.0	1
402.00 Chf Public Rel Off	73,400	5.0	97	49,628	4.0	159	38,513	4.0	210	41,786	5.0	121
402.10 Dir Gov/Leg Rel	71,178	4.0	74	60,080	4.0	31	50,323	5.0	5	49,334	4.0	5
403.00 Chf Dev/Pub Rel Off	94,694	3.0	55	75,336	4.0	76	61,500	4.0	46	42,827	5.0	35
404.00 Dir Alumni Affairs	54,111	4.0	127	39,148	4.0	233	31,600	3.0	294	27,170	2.0	21
405.00 Dir Dev/Alumni Aff	69,928	2.0	23	47,300	3.0	39	43,536	2.0	39	38,448	3.0	20
406.00 Dir Spec/Defer Gifts	56,850	3.0	39	49,640	2.0	37	45,566	3.0	76	*	7.0	1
407.00 Dir Church Relations	56,076	5.0	7	41,000	5.0	17	36,960	4.0	57	*	*	
408.00 Dir Community Serv	50,000	5.0	25	38,000	4.0	25	31,966	3.0	31	42,836	5.5	80
409.00 Dir Publications	47,207	5.0	105	37,281	5.0	129	31,070	3.0	121	35,190	4.0	39
409.10 Assc Dir Publicatns	36,723	4.0	37	29,342	3.0	46	26,279	2.0	59	25,575	2.5	8
409.20 Mgr Printing Srv	43,096	6.0	112	32,030	7.0	147	25,795	6.5	100	28,088	9.0	71
410.00 Dir Info Office	53,197	4.0	72	39,684	5.0	94	31,932	4.0	105	35,700	4.0	75
411.00 Dir News Bureau	43,788	4.5	70	34,057	3.5	88	26,104	2.5	66	32,586	6.0	7
STUDENT SERVICES												
501.00 Chf Student Aff Off	91,000	5.5	142	70,000	5.0	246	54,168	5.0	310	57,510	5.0	252
501.50 Dean of Students	64,632	5.0	87	50,708	5.0	118	42,105	3.0	133	52,709	5.5	86
502.00 Chief Admissions Off	60,259	5.0	126	50,500	5.0	225	42,860	4.0	282	42,159	5.0	129
502.10 Assc Dir Admissions	40,500	5.0	85	33,701	4.0	177	30,260	3.0	206	32,030	3.0	44
502.20 Admissions Counselor	25,461	3.0	34	22,464	2.0	115	21,000	2.0	154	27,111	3.0	88
502.30 Academic Advisor	27,481	3.5	24	28,179	4.0	64	27,720	3.0	51	30,990	3.0	39
503.00 Dir Adm & Registrar	67,684	8.5	24	53,071	6.0	30	36,972	2.0	13	44,878	6.0	100
504.00 Registrar	60,000	8.0	142	47,000	6.0	255	35,604	6.0	347	38,205	6.0	171
504.10 Assc Registrar	41,862	6.0	94	35,265	5.0	112	26,083	4.0	94	31,543	8.0	37
504.20 Asst Registrar	33,084	5.0	56	28,725	4.5	106	22,000	3.0	123	26,436	3.0	36
505.00 Dir Adm/Fin Aid	80,300	8.0	11	64,372	2.0	19	50,461	5.0	51	43,177	8.0	16
506.00 Dir Student Fin Aid	56,035	6.5	164	44,193	6.0	284	35,933	5.0	355	38,786	5.0	270
506.10 Assc Dir Std Fin Aid	39,822	5.0	109	31,709	4.0	180	24,849	3.0	188	30,063	3.0	78
507.00 Dir Food Services	54,409	5.5	70	43,280	7.0	63	37,010	6.0	85	29,383	5.0	53
507.10 Assc Dir Food Serv	43,480	5.0	37	31,200	5.0	28	27,158	3.0	49	22,050	4.0	11
508.00 Dir Residence Halls	54,590	5.0	111	39,670	4.0	204	29,402	3.0	181	26,421	4.0	34
508.10 Assc Dir Std Housing	42,395	5.0	69	32,061	3.0	85	24,617	3.0	53	*	1.0	3
508.20 Housing Off/Adm Opr	38,501	5.5	68	32,000	3.0	53	22,781	2.0	26	28,704	3.0	5
508.30 Housing Off/Res Life	35,964	4.0	70	28,120	2.0	82	24,500	2.0	91	23,828	2.0	16
509.00 Dir Union/Std Act	52,000	6.5	42	41,553	4.5	66	28,801	3.0	53	46,254	5.0	14
510.00 Dir Foreign Students	41,566	6.5	90	32,865	5.0	95	28,420	3.0	49	36,244	3.0	17
511.00 Dir Student Union	51,510	8.0	79	40,764	6.0	87	32,910	4.0	37	32,700	5.0	7
511.10 Assc Dir Std Union	36,819	6.0	55	33,170	4.0	53	24,542	2.0	13	*	3.0	3
512.00 Dir Std Activities	40,476	4.0	86	33,624	4.0	169	26,392	2.0	208	32,085	4.0	153
513.00 Dir Career Dev-Plcmt	51,000	6.0	144	40,860	5.0	243	31,588	4.0	305	36,330	5.0	135
514.00 Dir Std Counseling	54,402	6.0	126	45,252	6.0	221	33,922	4.0	217	44,331	5.0	159
514.10 Assc Dir Std Cnslg	44,455	5.0	50	37,333	3.0	55	29,211	3.0	39	34,000	2.0	16
515.00 Dir Std Hlth-Physicn	85,911	5.0	102	75,824	4.0	71	84,750	8.0	30	30,090	11.0	5
516.00 Dir Std Hlth-Nurse	43,056	5.0	62	32,871	5.0	156	26,083	6.0	231	25,227	6.0	44
517.00 Dir Campus Ministries	42,000	4.0	27	35,256	3.0	71	31,248	3.0	190	21,161	1.0	6
518.00 Dir Athletics	86,223	5.0	136	59,307	4.0	246	42,500	4.0	291	42,782	5.0	114
519.00 Dir Sports Info	37,681	6.5	122	29,000	5.0	198	22,680	3.0	131	27,841	4.5	6
520.00 Dir Athletics/Men	64,824	6.0	19	49,250	7.0	21	45,650	5.0	15	*	1.0	3
521.00 Dir Athletics/Women	52,998	8.0	43	42,000	11.0	42	36,019	5.5	36	*	4.0	3
522.00 Dir Campus Rec	47,576	7.0	115	33,262	6.0	151	26,561	4.0	89	27,690	5.0	27
523.00 Chief Enrollment Mgmt	69,055	3.0	27	63,936	3.0	55	55,552	4.0	78	45,875	2.5	32
524.00 Dir Minority Affairs	45,726	3.0	73	37,500	3.0	100	31,200	2.0	84	34,950	2.0	28
525.00 Dir Conferences	47,785	5.0	64	36,145	4.0	81	30,780	4.0	70	32,175	3.0	19

*3 cases or less

Appendices

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Abilene Christian University	003537	Comp Ins	Pri/Rel		TX
Adams State College	001345	Comp Ins	Public		CO
Adelphi University	002666	Doct Ins	Pri/Non-Rel		NY
Adrian College	002234	Gen Bac	Pri/Rel		MI
Agnes Scott College	001542	Gen Bac	Pri/Non-Rel		GA
Aiken Technical College	010056	2-Yr Acad	Public		SC
Aims Community College	007582	2-Yr Acad	Public		CO
Al Collins Graphic Design School	021749	Spec Art	Pri/Non-Rel		AZ
Alabama Agricultural & Mechanical University	001002	Comp Ins	Public		AL
Albany College of Pharmacy	002885	Spec Med	Pri/Non-Rel		NY
Albany State College	001544	Gen Bac	Public		GA
Albertson College of Idaho	001617	Gen Bac	Pri/Rel		ID
Albertus Magnus College	001374	Gen Bac	Pri/Rel		CT
Albright College	003229	Gen Bac	Pri/Rel		PA
Alcorn State University	002396	Gen Bac	Public		MS
Alderson-Broaddus College	003806	Gen Bac	Pri/Non-Rel		WV
Alfred University	002668	Doct Ins	Pri/Non-Rel		NY
Allegany Community College	002057	2-Yr Acad	Public		MD
Allegheny College	003230	Gen Bac	Pri/Non-Rel		PA
Allen County Community College	001901	2-Yr Acad	Public		KS
Allentown College of Saint Francis de Sales	003986	Gen Bac	Pri/Rel		PA
Alma College	002236	Gen Bac	Pri/Non-Rel		MI
Alvernia College	003233	Gen Bac	Pri/Rel		PA
Alverno College	003832	Gen Bac	Pri/Rel		WI
Alvin Community College	003539	2-Yr Acad	Public		TX
Amarillo College	003540	2-Yr Acad	Public		TX
Amber University	004999	Gen Bac	Pri/Rel		TX
American Academy of Dramatic Arts	007465	Spec Art	Pri/Non-Rel		NY
American Graduate School of International Management	001070	Spec Bus	Pri/Non-Rel		AZ
American Institute of Business	003963	2-Yr Acad	Pri/Non-Rel		IA
American Institute of Commerce	004586	2-Yr Acad	Pri/Non-Rel	Campus	IA
American University	001434	Doct Ins	Pri/Rel		DC
Ana G. Mendez Educational Foundation	029078	Other	Pri/Non-Rel	Office	PR
Anderson University	001785	Comp Ins	Pri/Rel		IN
Andover Newton Theological School	002116	Spec Rel	Pri/Non-Rel		MA
Andrew College	001545	2-Yr Acad	Pri/Rel		GA
Angelina College	006661	2-Yr Acad	Public		TX
Angelo State University	003541	Comp Ins	Public		TX
Anna Maria College	002117	Comp Ins	Pri/Non-Rel		MA
Anne Arundel Community College	002058	2-Yr Acad	Public		MD
Annenberg Research Institute	NNN19O	Oth Spec	Pri/Non-Rel		PA
Anson Community College	007985	2-Yr Acad	Public	Campus	NC
Antioch University	008795	Comp Ins	Pri/Non-Rel	Office	OH
Aquinas College	002239	Gen Bac	Pri/Rel		MI
Arapahoe Community College	001346	2-Yr Acad	Public		CO
Arizona Board of Regents	RZN850	Other	Public	Office	AZ
Arizona State University	001081	Doct Ins	Public		AZ
Arizona Western College	001071	2-Yr Acad	Public		AZ
Arkansas College	001088	Gen Bac	Pri/Rel		AR
Armstrong State College	001546	Gen Bac	Public	Campus	GA
Art Academy of Cincinnati	003011	Spec Art	Pri/Non-Rel		OH
Art Institute of Seattle	022913	2-Yr Acad	Pri/Non-Rel		WA
Art Institute of Southern California	023305	Gen Bac	Pri/Non-Rel		CA
Asbury College	001952	Gen Bac	Pri/Rel		KY
Asbury Theological Seminary	001953	Spec Rel	Pri/Non-Rel		KY
Assumption College	002118	Comp Ins	Pri/Rel		MA
Atlantic Community College	002596	2-Yr Acad	Public		NJ
Auburn University-Auburn	001009	Doct Ins	Public	Main	AL
Auburn University-Montgomery	008310	Comp Ins	Public	Campus	AL
Augusta College	001552	Comp Ins	Public		GA
Augustana College	001633	Gen Bac	Pri/Rel		IL
Augustana College	003458	Gen Bac	Pri/Rel		SD
Aurora University	001634	Gen Bac	Pri/Non-Rel		IL
Austin College	003543	Gen Bac	Pri/Rel		TX

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Austin Peay State University	003478	Comp Ins	Public	Campus	TN
Austin Presbyterian Theological Seminary	003544	Spec Rel	Pri/Rel		TX
Azusa Pacific University	001117	Comp Ins	Pri/Rel		CA
Babson College	002121	Spec Bus	Pri/Non-Rel		MA
Baker College of Flint	004673	Gen Bac	Pri/Non-Rel		MI
Baker College of Muskegon	002296	2-Yr Acad	Pri/Non-Rel	Campus	MI
Baker University	001903	Gen Bac	Pri/Rel		KS
Baldwin-Wallace College	003014	Gen Bac	Pri/Rel		OH
Ball State University	001786	Doct Ins	Public		IN
Bank Street College of Education	002669	Comp Ins	Pri/Non-Rel		NY
Barber-Scotia College	002909	Gen Bac	Pri/Rel		NC
Bard College	002671	Gen Bac	Pri/Non-Rel		NY
Barnard College	002708	Gen Bac	Pri/Non-Rel		NY
Barry University	001466	Comp Ins	Pri/Non-Rel		FL
Barstow College	001119	2-Yr Acad	Public		CA
Bastyr College	022425	Spec Med	Pri/Non-Rel		WA
Bay de Noc Community College	002240	2-Yr Acad	Public		MI
Beaver College	003235	Comp Ins	Pri/Non-Rel		PA
Bee County College	003546	2-Yr Acad	Public		TX
Bellarmine College	001954	Gen Bac	Pri/Non-Rel		KY
Belmont University	003479	Gen Bac	Pri/Rel		TN
Bentley College	002124	Spec Bus	Pri/Non-Rel		MA
Berea College	001955	Gen Bac	Pri/Non-Rel		KY
Bethany College	003808	Gen Bac	Pri/Rel		WV
Bethel College	001905	Gen Bac	Pri/Rel		KS
Bethel College and Seminary	009058	Gen Bac	Pri/Rel		MN
Biola University	001122	Comp Ins	Pri/Rel		CA
Birmingham-Southern College	001012	Gen Bac	Pri/Rel		AL
Bishop Clarkson College	009862	Gen Bac	Pri/Non-Rel		NE
Bismark State College	002988	2-Yr Acad	Public	Main	ND
Black Hills State College	003459	Gen Bac	Public		SD
Blackburn University	001639	Comp Ins	Pri/Rel		IL
Bloomfield College	002597	Gen Bac	Pri/Non-Rel		NJ
Bloomsburg University of Pennsylvania	003315	Comp Ins	Public	Campus	PA
Blue Ridge Community College	009684	2-Yr Acad	Public	Campus	NC
Boise Bible College	029350	Gen Bac	Pri/Rel		ID
Boise State University	001616	Comp Ins	Public		ID
Boston College	002128	Doct Ins	Pri/Non-Rel		MA
Boston University	002130	Doct Ins	Pri/Non-Rel		MA
Bowdoin College	002038	Gen Bac	Pri/Non-Rel		ME
Bowie State University	002062	Comp Ins	Public	Campus	MD
Bradford College	002132	Gen Bac	Pri/Non-Rel		MA
Bradley University	001641	Comp Ins	Pri/Non-Rel		IL
Brandeis University	002133	Doct Ins	Pri/Non-Rel		MA
Brenau University	001556	Gen Bac	Pri/Non-Rel		GA
Brewton-Parker College	001557	Gen Bac	Pri/Rel		GA
Bristol Community College	002176	2-Yr Acad	Public	Campus	MA
Brookdale Community College	008404	2-Yr Acad	Public		NJ
Broome Community College	002862	2-Yr Acad	Public	Campus	NY
Broward Community College	001500	2-Yr Acad	Public	Office	FL
Brown University	003401	Doct Ins	Pri/Non-Rel		RI
Brunswick College	001558	2-Yr Acad	Public		GA
Bryant College of Business Administration	003402	Spec Bus	Pri/Non-Rel		RI
Bryn Mawr College	003237	Doct Ins	Pri/Non-Rel		PA
Bucknell University	003238	Comp Ins	Pri/Non-Rel		PA
Buena Vista College	001847	Gen Bac	Pri/Non-Rel		IA
Butler County Community College	003240	2-Yr Acad	Public		PA
Butler University	001788	Comp Ins	Pri/Non-Rel		IN
Cabrini College	003241	Gen Bac	Pri/Rel		PA
Caldwell College	002598	Gen Bac	Pri/Rel		NJ
California College of Arts and Crafts	001127	Oth Spec	Pri/Non-Rel		CA
California Institute of Integral Studies	012154	Oth Spec	Pri/Non-Rel		CA
California Institute of Technology	001131	Doct Ins	Pri/Non-Rel		CA
California Institute of the Arts	001132	Spec Art	Pri/Non-Rel		CA

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
California Lutheran University	001133	Comp Ins	Pri/Rel		CA
California Maritime Academy	001134	Oth Spec	Public		CA
California Polytechnic State University-San Luis Obispo	001143	Comp Ins	Public		CA
California School of Professional Psychology-Alameda	009844	Spec Med	Pri/Non-Rel	Campus	CA
California State Polytechnic University-Pomona	001144	Comp Ins	Public	Campus	CA
California State University-Bakersfield	007993	Comp Ins	Public	Campus	CA
California State University-Fresno	001147	Comp Ins	Public	Campus	CA
California State University-Long Beach	001139	Comp Ins	Public	Campus	CA
California State University-Northridge	001153	Comp Ins	Public	Campus	CA
California State University-San Bernardino	001142	Comp Ins	Public	Campus	CA
California State University-System	001136	System	Public	Office	CA
California University of Pennsylvania	003316	Comp Ins	Public	Main	PA
Calvary Bible College	002450	Spec Rel	Pri/Rel		MO
Calvin College	002241	Gen Bac	Pri/Rel		MI
Campbellsville College	001959	Gen Bac	Pri/Rel		KY
Canisius College	002681	Comp Ins	Pri/Rel		NY
Cardinal Stritch College	003837	Gen Bac	Pri/Rel		WI
Caribbean University	012525	Comp Ins	Pri/Non-Rel	Office	PR
Carl Albert State College	003176	2-Yr Acad	Public		OK
Carleton College	002340	Gen Bac	Pri/Non-Rel		MN
Carnegie Mellon University	003242	Doct Ins	Pri/Non-Rel		PA
Carroll College	003838	Gen Bac	Pri/Non-Rel		WI
Carson-Newman College	003481	Gen Bac	Pri/Rel		IN
Carthage College	003839	Gen Bac	Pri/Rel		WI
Case Western Reserve University	003024	Doct Ins	Pri/Non-Rel		OH
Casper College	003928	2-Yr Acad	Public		WY
Castleton State College	003683	Gen Bac	Public	Campus	VT
Catawba College	002914	Gen Bac	Pri/Rel		NC
Catawba Valley Community College	005318	2-Yr Acad	Public	Campus	NC
Catonsville Community College	002063	2-Yr Acad	Public		MD
Cayuga County Community College	002861	2-Yr Acad	Public		NY
Cazenovia College	002685	Gen Bac	Pri/Non-Rel		NY
Cecil Community College	008308	2-Yr Acad	Public		MD
Cedar Crest College	003243	Gen Bac	Pri/Rel		PA
Cedarville College	003025	Gen Bac	Pri/Rel		OH
Central Carolina Community College	005449	2-Yr Acad	Public		NC
Central College	001908	2-Yr Acad	Pri/Rel		KS
Central Community College	020995	2-Yr Acad	Public	Office	NE
Central Maine Technical College	005276	2-Yr Acad	Public	Campus	ME
Central Methodist College	002453	Gen Bac	Pri/Rel		MO
Central Michigan University	002243	Doct Ins	Public		MI
Central Missouri State University	002454	Comp Ins	Public		MO
Central Piedmont Community College	002915	2-Yr Acad	Public		NC
Central State University	003026	Gen Bac	Public		OH
Central Texas College	004003	2-Yr Acad	Public	Office	TX
Central University of Iowa	001850	Gen Bac	Pri/Non-Rel		IA
Central Virginia Community College	004988	2-Yr Acad	Public	Campus	VA
Central Washington University	003771	Comp Ins	Public		WA
Central Wyoming College	007289	2-Yr Acad	Public		WY
Centralia College	003772	2-Yr Acad	Public		WA
Centre College	001961	Gen Bac	Pri/Non-Rel		KY
Chadron State College	002539	Gen Bac	Public		NE
Champlain College	003684	2-Yr Acad	Pri/Non-Rel		VT
Chapman University	001164	Comp Ins	Pri/Rel	Main	CA
Charles County Community College	002064	2-Yr Acad	Public	Main	MD
Chatfield College	010880	2-Yr Acad	Pri/Rel		OH
Chattanooga State Technical Community College	003998	2-Yr Acad	Public		TN
Chicago School of Professional Psychology	029230	Spec Med	Pri/Non-Rel		IL
Chicago State University	001694	Comp Ins	Public	Campus	IL
Christ College Irvine	029059	Gen Bac	Pri/Rel		CA
Christian Brothers University	003482	Comp Ins	Pri/Rel		TN
Christian Theological Seminary	001789	Spec Rel	Pri/Rel		IN
Christopher Newport College	003706	Gen Bac	Public		VA
Cincinnati Technical College	010345	2-Yr Acad	Public		OH

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Ciaco Junior College	003553	2-Yr Acad	Public		TX
Citadel Military College of South Carolina	003423	Comp Ins	Public	Campus	SC
City Colleges of Chicago	008727	2-Yr Acad	Public		IL
City University	013022	Comp Ins	Pri/Non-Rel	Office	WA
City University of New York-Research Foundation	RSR100	System	Pri/Non-Rel	Office	NY
Claremont University Center & Graduate School	001169	Doct Ins	Pri/Non-Rel	Campus	CA
Clarendon College	003554	2-Yr Acad	Public		TX
Clark College	003773	2-Yr Acad	Public		WA
Clark State Community College	004852	2-Yr Acad	Public		OH
Clark University	002139	Doct Ins	Pri/Non-Rel		MA
Clarke College	001852	Gen Bac	Pri/Rel		IA
Clarkson University	002699	Doct Ins	Pri/Non-Rel		NY
Clayton State College	008976	2-Yr Acad	Public		GA
Clemson University	003425	Doct Ins	Public		SC
Cleveland Institute of Art	003982	Spec Art	Pri/Non-Rel		OH
Cleveland Institute of Music	003031	Spec Art	Pri/Non-Rel		OH
Cleveland State Community College	003999	2-Yr Acad	Public		TN
Cleveland State University	003032	Comp Ins	Public		OH
Clovis Community College	004743	2-Yr Acad	Public		NM
Cochise College	001072	2-Yr Acad	Public	Main	AZ
Coconino County Community College	CCN860	2-Yr Acad	Public	Office	AZ
Colby College	002039	Gen Bac	Pri/Non-Rel		ME
Colgate University	002701	Comp Ins	Pri/Non-Rel		NY
College Misericordia	003247	Gen Bac	Pri/Rel		PA
College of Associated Arts	029191	Gen Bac	Pri/Non-Rel		MN
College of Eastern Utah	003676	2-Yr Acad	Public		UT
College of Health Sciences	006622	Spec Med	Pri/Non-Rel		VA
College of Lake County	007694	2-Yr Acad	Public		IL
College of Mount Saint Joseph	003033	Gen Bac	Pri/Rel		OH
College of Mount Saint Vincent	002703	Gen Bac	Pri/Non-Rel		NY
College of New Rochelle	002704	Comp Ins	Pri/Non-Rel		NY
College of Notre Dame	001179	Gen Bac	Pri/Non-Rel		CA
College of Oceaneering	029368	2-Yr Acad	Pri/Non-Rel		CA
College of Osteopathic Medicine of the Pacific	029133	Spec Med	Pri/Non-Rel		CA
College of Our Lady of the Elms	002140	Gen Bac	Pri/Rel		MA
College of Saint Benedict	002341	Gen Bac	Pri/Rel		MN
College of Saint Catherine	002342	Gen Bac	Pri/Rel	Main	MN
College of Saint Mary	002540	Spec Med	Pri/Non-Rel		NE
College of Saint Rose	002705	Comp Ins	Pri/Non-Rel		NY
College of Saint Scholastica	002343	Gen Bac	Pri/Rel		MN
College of Santa Fe	002649	Comp Ins	Pri/Rel		NM
College of the Holy Cross	002141	Gen Bac	Pri/Non-Rel		MA
College of the Mainland	007096	2-Yr Acad	Public		TX
Collin County Community College	023614	2-Yr Acad	Public	Office	TX
Colorado Christian University	009401	Comp Ins	Pri/Rel	Main	CO
Colorado College	001347	Gen Bac	Pri/Non-Rel		CO
Colorado Community College & Occupational Education System	CCC802	System	Public	Office	CO
Colorado Northwestern Community College	001359	2-Yr Acad	Public	Office	CO
Colorado School of Mines	001348	Spec Eng	Public		CO
Colorado State University	001350	Doct Ins	Public	Campus	CO
Colorado Technical College	010148	Comp Ins	Pri/Non-Rel		CO
Columbia College	003430	Gen Bac	Pri/Rel		SC
Columbia College of Nursing	006640	Gen Bac	Pri/Non-Rel		WI
Columbia State Community College	003483	2-Yr Acad	Public		TN
Columbia Theological Seminary	001560	Spec Rel	Pri/Rel		GA
Columbia University	002707	Doct Ins	Pri/Non-Rel		NY
Columbia-Greene Community College	006789	2-Yr Acad	Public	Campus	NY
Columbus State Community College	006867	2-Yr Acad	Public		OH
Community College of Allegheny County	003231	2-Yr Acad	Public	Office	PA
Community College of Aurora	029367	2-Yr Acad	Public		CO
Community College of Beaver County	006807	2-Yr Acad	Public		PA
Community College of Philadelphia	003249	2-Yr Acad	Public		PA
Community College of Rhode Island	003408	2-Yr Acad	Public	Main	RI
Concordia College	002709	Gen Bac	Pri/Rel		NY

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Concordia College at Moorhead	002346	Gen Bac	Pri/Rel		MN
Concordia Seminary	002457	Spec Rel	Pri/Rel		MO
Connecticut College	001379	Comp Ins	Pri/Non-Rel		CT
Connecticut State University-System	666656	Comp Ins	Public	Office	CT
Cooke County College	003558	2-Yr Acad	Public		TX
Cooper Union	002710	Spec Eng	Pri/Non-Rel		NY
Copiah-Lincoln Community College	002402	2-Yr Acad	Public	Main	MS
Coppin State College	002068	Comp Ins	Public	Campus	MD
Cornell College	001856	Gen Bac	Pri/Non-Rel		IA
Cornell University	002711	Doct Ins	Pri/Non-Rel	Main	NY
Corning Community College	002863	2-Yr Acad	Public	Campus	NY
Cornish College of the Arts	012315	Spec Art	Pri/Non-Rel		WA
Cottey College	002458	2-Yr Acad	Pri/Non-Rel		MO
County College of Morris	007729	2-Yr Acad	Public		NJ
Covenant College	003484	Gen Bac	Pri/Rel		GA
Covenant Theological Seminary	004707	Spec Rel	Pri/Rel		MO
Creighton University	002542	Comp Ins	Pri/Rel		NE
Cumberland College	001962	Gen Bac	Pri/Rel		KY
D'Youville College	002712	Spec Med	Pri/Non-Rel		NY
Dabney S. Lancaster Community College	004996	2-Yr Acad	Public		VA
Dakota State University	003463	Gen Bac	Public		SD
Dakota Wesleyan University	003461	Gen Bac	Pri/Rel		SD
Dallas County Community College District	003561	System	Public	Office	TX
Dallas Institute of Funeral Service	010761	2-Yr Acad	Pri/Non-Rel		TX
Dallas Theological Seminary	003562	Spec Rel	Pri/Non-Rel		TX
Dalton College	003956	2-Yr Acad	Public		GA
Dana College	002543	Gen Bac	Pri/Rel		NE
Daniel Webster College	004731	Gen Bac	Pri/Non-Rel		NH
Dartmouth College	002573	Doct Ins	Pri/Non-Rel		NH
Darton College	001543	2-Yr Acad	Public		GA
David Lipscomb University	003486	Gen Bac	Pri/Rel		TN
Davidson College	002918	Gen Bac	Pri/Rel		NC
Davis and Elkins College	003811	Gen Bac	Pri/Non-Rel		WV
Daytona Beach Community College	001475	2-Yr Acad	Public	Office	FL
De Paul University	001671	Comp Ins	Pri/Rel		IL
DeVry Institute of Technology	010139	Spec Eng	Pri/Non-Rel	Campus	TX
Defiance College	003041	Gen Bac	Pri/Rel		OH
Dekalb College	001562	2-Yr Acad	Public		GA
Del Mar College	003563	2-Yr Acad	Public		TX
Delaware State College	001428	Gen Bac	Public		DE
Delaware Technical & Community College-Southern Campus	007053	2-Yr Acad	Public	Campus	DE
Delaware Technical & Community College-Terry Campus	011727	2-Yr Acad	Public	Campus	DE
Delaware Technical and Community College Central Office	008074	2-Yr Acad	Public	Office	DE
Delaware Technical and Community College-Stanton	DLW197	2-Yr Acad	Public	Campus	DE
Delaware Technical and Community College-Wilmington	011387	2-Yr Acad	Public	Campus	DE
Delta College	002251	2-Yr Acad	Public		MI
Delta State University	002403	Comp Ins	Public		MS
Des Moines Area Community College	008735	2-Yr Acad	Public		IA
Detroit College of Business	002253	Gen Bac	Pri/Non-Rel	Main	MI
Devry Institute of Technology	001672	Spec Eng	Pri/Non-Rel	Campus	IL
Dickinson College	003253	Gen Bac	Pri/Non-Rel		PA
Dickinson School of Law	003254	Spec Law	Pri/Non-Rel		PA
Dixie College	003671	2-Yr Acad	Public		UT
Doane College	002544	Gen Bac	Pri/Rel		NE
Dodge City Community College	001913	2-Yr Acad	Public		KS
Dordt College	001859	Gen Bac	Pri/Rel		IA
Drake University	001860	Comp Ins	Pri/Non-Rel		IA
Drew University	002603	Doct Ins	Pri/Non-Rel		NJ
Drury College	002461	Gen Bac	Pri/Non-Rel		MO
Duke University	002920	Doct Ins	Pri/Non-Rel		NC
Dull Knife Memorial College	029193	2-Yr Acad	Public		MT
Dyersburg State Community College	006835	2-Yr Acad	Public		TN
Earlham College	001793	Gen Bac	Pri/Non-Rel		IN
East Carolina University	002923	Comp Ins	Public	Campus	NC

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
East Central College	008862	2-Yr Acad	Public		MO
East Central Community College	002404	2-Yr Acad	Public		MS
East Georgia College	010997	2-Yr Acad	Public		GA
East Stroudsburg University	003320	Comp Ins	Public	Campus	PA
East Tennessee State University	003487	Comp Ins	Public		TN
East Texas Baptist University	003564	Gen Bac	Pri/Rel		TX
East Texas State University at Texarkana	029269	Gen Bac	Public	Campus	TX
Eastern College	003259	Gen Bac	Pri/Rel		PA
Eastern Connecticut State University	001425	Comp Ins	Public	Campus	CT
Eastern Illinois University	001674	Comp Ins	Public		IL
Eastern Kentucky University	001963	Comp Ins	Public		KY
Eastern Maine Technical College	005277	2-Yr Acad	Public	Campus	ME
Eastern Mennonite College	003708	Gen Bac	Pri/Rel		VA
Eastern Michigan University	002259	Comp Ins	Public		MI
Eastern Montana College	002530	Gen Bac	Public	Campus	MT
Eastern New Mexico University	002651	Comp Ins	Public	Main	NM
Eastern Oregon State College	003193	Comp Ins	Public	Campus	OR
Eastern Washington University	003775	Comp Ins	Public		WA
Eastern Wyoming College	003929	2-Yr Acad	Public		WY
Eckerd College	001487	Gen Bac	Pri/Rel		FL
Edgewood College	003848	Gen Bac	Pri/Rel		WI
Edinboro University of Pennsylvania	003321	Comp Ins	Public	Campus	PA
Edison Community College	001477	2-Yr Acad	Public	Office	FL
Edmonds Community College	005001	2-Yr Acad	Public		WA
El Paso Community College	010387	2-Yr Acad	Public		TX
Elgin Community College	001675	2-Yr Acad	Public		IL
Elizabeth City State University	002926	Gen Bac	Public	Campus	NC
Elizabethtown College	003262	Gen Bac	Pri/Non-Rel		PA
Ellsworth Community College	001862	2-Yr Acad	Public	Campus	IA
Elmhurst College	001676	Gen Bac	Pri/Non-Rel		IL
Elmira College	002718	Comp Ins	Pri/Non-Rel		NY
Embry-Riddle Aeronautical University	001479	Gen Bac	Pri/Non-Rel	Office	FL
Emmaus Bible College	023289	Gen Bac	Pri/Rel		IA
Emory University	001564	Doct Ins	Pri/Rel		GA
Emory and Henry College	003709	Gen Bac	Pri/Rel		VA
Emporia State University	001927	Comp Ins	Public		KS
Endicott College	002148	2-Yr Acad	Pri/Non-Rel		MA
Essex Community College	002070	2-Yr Acad	Public		MD
Eureka College	001678	Gen Bac	Pri/Rel		IL
Evangel College	002463	Gen Bac	Pri/Rel		MO
Evangelical School of Theology	029237	Spec Rel	Pri/Rel		PA
Everett Community College	003776	2-Yr Acad	Public		WA
Evergreen State College	008155	Gen Bac	Public		WA
Fairfield University	001385	Comp Ins	Pri/Non-Rel		CT
Fairleigh Dickinson University	008770	Comp Ins	Pri/Non-Rel		NJ
Fairmont State College	003812	Gen Bac	Public		WV
Faith Baptist Bible College and Theological Seminary	007121	Gen Bac	Pri/Rel		IA
Fayetteville Technical Community College	007640	2-Yr Acad	Public		NC
Ferris State University	002260	Gen Bac	Public		MI
Ferrum College	003734	Gen Bac	Pri/Rel		VA
Fielding Institute	020961	Oth Spec	Pri/Non-Rel		CA
Finger Lakes Community College	007532	2-Yr Acad	Public		NY
Fisk University	003490	Gen Bac	Pri/Non-Rel		TN
Fitchburg State College	002184	Gen Bac	Public	Campus	MA
Flathead Valley Community College	006777	2-Yr Acad	Public		MT
Florence-Darlington Technical College	003990	2-Yr Acad	Public		SC
Florida A & M University	001480	Doct Ins	Public	Campus	FL
Florida Atlantic University	001481	Comp Ins	Public		FL
Florida College	001482	2-Yr Acad	Pri/Non-Rel		FL
Florida Hospital College of Health Sciences	FLR328	Spec Med	Pri/Rel		FL
Florida Institute of Technology	001469	Doct Ins	Pri/Non-Rel		FL
Florida International University	009635	Comp Ins	Public		FL
Florida State University	001489	Doct Ins	Public		FL
Forsyth Technical Community College	005317	2-Yr Acad	Public		NC

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Fort Hays State University	001915	Comp Ins	Public		KS
Fort Scott Community College	001916	2-Yr Acad	Public		KS
Francis Marion University	009226	Gen Bac	Public		SC
Franciscan University of Steubenville	003036	Comp Ins	Pri/Rel		OH
Frank Phillips College	003568	2-Yr Acad	Public		TX
Franklin & Marshall College	003265	Gen Bac	Pri/Non-Rel		PA
Franklin College of Indiana	001798	Gen Bac	Pri/Non-Rel		IN
Franklin Pierce College	002575	Gen Bac	Pri/Non-Rel		NH
Franklin Pierce Law Center	029109	Spec Law	Pri/Non-Rel		NH
Franklin University	003046	Gen Bac	Pri/Non-Rel		OH
Frederick Community College	002071	2-Yr Acad	Public		MD
Fresno Pacific College	001253	Comp Ins	Pri/Rel		CA
Front Range Community College	007933	2-Yr Acad	Public	Office	CO
Frostburg State University	002072	Comp Ins	Public	Campus	MD
Fuller Theological Seminary	001200	Spec Rel	Pri/Rel		CA
Furman University	003434	Comp Ins	Pri/Non-Rel		SC
Gainesville College	001567	2-Yr Acad	Public		GA
Gallaudet University	001443	Doct Ins	Public		DC
Gannon University	003266	Comp Ins	Pri/Rel		PA
Gardner-Webb College	002929	Comp Ins	Pri/Rel		NC
Gaston College	002973	2-Yr Acad	Public		NC
Gateway Technical College	010883	2-Yr Acad	Public	Office	WI
Genesee Community College	006782	2-Yr Acad	Public		NY
George Mason University	003749	Comp Ins	Public		VA
George Washington University	001444	Doct Ins	Pri/Non-Rel		DC
Georgetown College	001964	Gen Bac	Pri/Rel		KY
Georgetown University	001445	Doct Ins	Pri/Rel		DC
Georgia College	001602	Comp Ins	Public	Main	GA
Georgia Institute of Technology	001569	Doct Ins	Public		GA
Georgia Southern University	001572	Comp Ins	Public		GA
Georgia Southwestern College	001573	Comp Ins	Public		GA
Georgian Court College	002608	Gen Bac	Pri/Rel		NJ
Gettysburg College	003268	Gen Bac	Pri/Rel		PA
Glendale Community College	001203	2-Yr Acad	Public		CA
Glenville State College	003813	Gen Bac	Public		WV
Gloucester County College	006901	2-Yr Acad	Public		NJ
Golden Gate Baptist Theological Seminary	001204	Spec Rel	Pri/Rel		CA
Golden Gate University	001205	Doct Ins	Pri/Non-Rel		CA
Goldey-Beacom College	001429	Gen Bac	Pri/Non-Rel	Main	DE
Gonzaga University	003778	Comp Ins	Pri/Non-Rel		WA
Gordon College	002153	Gen Bac	Pri/Non-Rel		MA
Goshen College	001799	Gen Bac	Pri/Rel		IA
Goucher College	002073	Gen Bac	Pri/Non-Rel		MD
Governors State University	009145	Comp Ins	Public		IL
Graceland College	001866	Gen Bac	Pri/Rel		IA
Grand Canyon University	001074	Gen Bac	Pri/Rel		AZ
Grand Rapids Junior College	002267	2-Yr Acad	Public		MI
Grand Valley State University	002268	Comp Ins	Public		MI
Grand View College	001867	Gen Bac	Pri/Rel		IA
Grayson County College	003570	2-Yr Acad	Public		TX
Greater Hartford Community College	007635	2-Yr Acad	Public		CT
Green River Community College	003780	2-Yr Acad	Public		WA
Grinnell College	001868	Gen Bac	Pri/Non-Rel		IA
Guam Community College	029271	2-Yr Acad	Public		GU
Guilford College	002931	Gen Bac	Pri/Rel		NC
Hagerstown Junior College	002074	2-Yr Acad	Public		MD
Hahnemann University	003271	Doct Ins	Pri/Non-Rel		PA
Hamilton College	002728	Gen Bac	Pri/Non-Rel		NY
Hamline University	002354	Gen Bac	Pri/Rel		MN
Hampden-Sydney College	003713	Gen Bac	Pri/Non-Rel		VA
Harford Community College	002075	2-Yr Acad	Public		MD
Harrisburg Area Community College	003273	2-Yr Acad	Public	Office	PA
Hartwick College	002729	Gen Bac	Pri/Non-Rel		NY
Harvard University	002155	Doct Ins	Pri/Non-Rel		MA

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Harvey Mudd College	001171	Gen Bac	Pri/Non-Rel		CA
Hastings College	002548	Gen Bac	Pri/Rel		NE
Haywood Community College	008083	2-Yr Acad	Public		NC
Heidelberg College	003048	Gen Bac	Pri/Rel		OH
Hendrix College	001099	Gen Bac	Pri/Rel		AR
Henry Ford Community College	002270	2-Yr Acad	Public		MI
Hilbert College	002735	2-Yr Acad	Pri/Non-Rel		NY
Hillsborough Community College	007870	2-Yr Acad	Public	Office	FL
Hiram College	003049	Gen Bac	Pri/Non-Rel		OH
Hobart & William Smith College	002731	Gen Bac	Pri/Non-Rel		NY
Hollins College	003715	Gen Bac	Pri/Non-Rel		VA
Holy Family College	003275	Gen Bac	Pri/Rel		PA
Holy Names College	001183	Comp Ins	Pri/Rel		CA
Holyoke Community College	002170	2-Yr Acad	Public	Campus	MA
Hope College	002273	Gen Bac	Pri/Rel		MI
Horry-Georgetown Technical College	004925	2-Yr Acad	Public	Campus	SC
Houghton College	002734	Gen Bac	Pri/Rel	Office	NY
Howard College	003574	2-Yr Acad	Public		TX
Hudson County Community College	012954	2-Yr Acad	Public	Office	NJ
Humphreys College	001212	Gen Bac	Pri/Non-Rel		CA
Huntington College	001803	Gen Bac	Pri/Rel		IN
Husson College	002043	Spec Bus	Pri/Non-Rel		ME
Hutchinson Community College	001923	2-Yr Acad	Public		KS
Idaho State University	001620	Comp Ins	Public		ID
Iliff School of Theology	001354	Spec Rel	Pri/Rel		CO
Illinois Benedictine College	001767	Comp Ins	Pri/Rel		IL
Illinois Board of Governors of State Colleges & Universities	666679	Other	Public	Office	IL
Illinois Central College	006753	2-Yr Acad	Public		IL
Illinois College	001688	Gen Bac	Pri/Non-Rel		IL
Illinois College of Optometry	001689	Spec Med	Pri/Non-Rel		IL
Illinois Eastern Community Colleges	009135	2-Yr Acad	Public	Office	IL
Illinois Institute of Technology	001691	Doct Ins	Pri/Non-Rel		IL
Illinois State University	001692	Doct Ins	Public		IL
Illinois Wesleyan University	001696	Gen Bac	Pri/Non-Rel		IL
Immaculata College	003276	Gen Bac	Pri/Rel		PA
Incarnate Word College	003578	Comp Ins	Pri/Rel		TX
Indian Hills Community College	008298	2-Yr Acad	Public		IA
Indiana State University	009563	Comp Ins	Public		IN
Indiana University East	001811	Gen Bac	Public	Campus	IN
Indiana University Northwest	001815	Comp Ins	Public	Campus	IN
Indiana University Southeast	001817	Comp Ins	Public	Campus	IN
Indiana University of Pennsylvania	008810	Comp Ins	Public	Campus	PA
Indiana University-Bloomington	001809	Doct Ins	Public	Main	IN
Indiana University-Kokomo	001814	Gen Bac	Public	Campus	IN
Indiana University-Purdue University-Fort Wayne	001812	Comp Ins	Public	Campus	IN
Indiana University-Purdue University-Indianapolis	001813	Comp Ins	Public	Campus	IN
Indiana University-South Bend	001816	Comp Ins	Public	Campus	IN
Indiana University-System	008002	System	Public	Office	IN
Indiana Vocational Technical College-Southeast	013144	2-Yr Acad	Public	Campus	IN
Indiana Wesleyan University	001822	Gen Bac	Pri/Rel		IN
Inter American University of Puerto Rico-Aguadilla	003939	Gen Bac	Pri/Rel	Campus	PR
Inter American University of Puerto Rico-Barranquitas	005027	Gen Bac	Pri/Non-Rel	Campus	PR
Interdenominational Theological Center	001568	Spec Rel	Pri/Rel	Office	GA
International Bible College	029280	Gen Bac	Pri/Rel		AL
Iona College	002737	Comp Ins	Pri/Non-Rel		NY
Iowa State University	001869	Doct Ins	Public		IA
Iowa Valley Community College District	666660	System	Public	Office	IA
Iowa Wesleyan College	001871	Gen Bac	Pri/Rel		IA
Ithaca College	002739	Comp Ins	Pri/Non-Rel		NY
J. F. Ingram State Technical College	005700	2-Yr Acad	Public		AL
J. Sargeant Reynolds Community College	003759	2-Yr Acad	Public	Office	VA
Jackson State Community College	004937	2-Yr Acad	Public	Campus	TN
Jackson State University	002410	Comp Ins	Public		MS
Jacksonville State University	001020	Comp Ins	Public		AL

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Jacksonville University	001495	Comp Ins	Pri/Non-Rel		FL
James Madison University	003721	Comp Ins	Public		VA
Jefferson College	007102	2-Yr Acad	Public		MO
Jefferson Community College	002870	2-Yr Acad	Public		NY
Jefferson Technical College	007275	2-Yr Acad	Public		OH
Jersey City State College	002613	Comp Ins	Public		NJ
Jesuit School of Theology at Berkeley	010333	Spec Rel	Pri/Rel		CA
John A. Logan College	008076	2-Yr Acad	Public		IL
John B. Stetson University	001531	Comp Ins	Pri/Rel	Main	FL
John Brown University	001100	Gen Bac	Pri/Rel		AR
John Carroll University	003050	Comp Ins	Pri/Rel		OH
John F. Kennedy University	004484	Gen Bac	Pri/Non-Rel		CA
John Wood Community College	012813	2-Yr Acad	Public		IL
Johns Hopkins University	002077	Doct Ins	Pri/Non-Rel	Office	MD
Johnson C. Smith University	002936	Gen Bac	Pri/Non-Rel		NC
Johnson County Community College	008244	2-Yr Acad	Public		KS
Jones County Junior College	002411	2-Yr Acad	Public		MS
Judson College	001023	Gen Bac	Pri/Rel		AL
Judson College	001700	Gen Bac	Pri/Non-Rel		IL
Juniata College	003279	Gen Bac	Pri/Non-Rel		PA
Kalamazoo College	002275	Gen Bac	Pri/Non-Rel		MI
Kalamazoo Valley Community College	006949	2-Yr Acad	Public		MI
Kansas City Art Institute	002473	Spec Art	Pri/Non-Rel		MO
Kansas City Kansas Community College	001925	2-Yr Acad	Public		KS
Kansas State University	001928	Doct Ins	Public		KS
Kansas Wesleyan University	001929	Gen Bac	Pri/Rel		KS
Keene State College	002590	Comp Ins	Public	Campus	NH
Kellogg Community College	002276	2-Yr Acad	Public		MI
Kendall College of Art & Design	007618	Spec Art	Pri/Non-Rel		MI
Kennebec Valley Technical College	009806	2-Yr Acad	Public	Campus	ME
Kennesaw State College	001577	Gen Bac	Public		GA
Kent State University	003051	Doct Ins	Public	Main	OH
Kent State University-Stark Campus	003054	2-Yr Acad	Public	Campus	OH
Kentucky Christian College	001965	Gen Bac	Pri/Rel		KY
Kentucky State University	001968	Gen Bac	Public		KY
Kentucky Wesleyan College	001969	Gen Bac	Pri/Rel		KY
Kenyon College	003065	Gen Bac	Pri/Non-Rel		OH
Kettering College of Medical Arts	007035	Spec Med	Pri/Rel		OH
Keystone Junior College	003280	2-Yr Acad	Pri/Non-Rel		PA
King College Inc	003496	Gen Bac	Pri/Non-Rel		TN
King's College	003282	Gen Bac	Pri/Rel		PA
Kirkwood Community College	004076	2-Yr Acad	Public		IA
Kirtland Community College	007171	2-Yr Acad	Public		MI
Knox College	001704	Gen Bac	Pri/Non-Rel		IL
Kutztown University of Pennsylvania	003322	Comp Ins	Public		PA
La Roche College	003987	Gen Bac	Pri/Non-Rel		PA
La Salle University	003287	Gen Bac	Pri/Non-Rel		PA
La Sierra University	001215	Doct Ins	Pri/Rel		CA
LaGuardia Community College	010051	2-Yr Acad	Public	Campus	NY
Labette Community College	001930	2-Yr Acad	Public		KS
Laboure College	006324	2-Yr Acad	Pri/Rel		MA
Lake Forest Graduate School of Management	029244	Spec Bus	Pri/Non-Rel	Office	IL
Lake Superior University	002293	Gen Bac	Public		MI
Lakeland College	003854	Gen Bac	Pri/Non-Rel		WI
Lamar University	003581	Comp Ins	Public	Main	TX
Lambuth University	003498	Gen Bac	Pri/Rel		TN
Lancaster Bible College	003285	Gen Bac	Pri/Rel		PA
Lander College	003435	Gen Bac	Public		SC
Langston University	003157	Gen Bac	Public		OK
Laramie County Community College	009259	2-Yr Acad	Public		WY
Laredo Junior College	003582	2-Yr Acad	Public		TX
Le Moyne College	002748	Gen Bac	Pri/Rel		NY
LeTourneau University	003584	Spec Eng	Pri/Rel		TX
Lebanon Valley College	003288	Gen Bac	Pri/Non-Rel		PA

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Lee College	003583	2-Yr Acad	Public		TX
Lees-McRae College	002939	2-Yr Acad	Pri/Rel		NC
Lehigh County Community College	006810	2-Yr Acad	Public		PA
Lehigh University	003289	Doct Ins	Pri/Non-Rel		PA
Lenoir Community College	002940	2-Yr Acad	Public	Campus	NC
Lesley College	002160	Gen Bac	Pri/Non-Rel		MA
Lewis & Clark College	003197	Comp Ins	Pri/Non-Rel		OR
Lewis-Clark State College	001621	Gen Bac	Public		ID
Lexington Institute of Hospitality Careers	025276	2-Yr Acad	Pri/Non-Rel		IL
Lima Technical College	010027	2-Yr Acad	Public		OH
Lincoln Christian College and Seminary	001708	Gen Bac	Pri/Non-Rel		IL
Lincoln Memorial University	003502	Gen Bac	Pri/Non-Rel		TN
Lincoln University	003290	Gen Bac	Public		PA
Lindsey Wilson College	001972	2-Yr Acad	Pri/Rel		KY
Linfield College	003198	Gen Bac	Pri/Rel	Main	OR
Linn-Benton Community College	006938	2-Yr Acad	Public	Main	OR
Logan College of Chiropractic	004703	Spec Med	Pri/Non-Rel		MO
Long Island University-Administration	002751	System	Pri/Non-Rel	Office	NY
Longview Community College	009140	2-Yr Acad	Public	Campus	MO
Lorain County Community College	003068	2-Yr Acad	Public		OH
Loras College	001873	Gen Bac	Pri/Rel		IA
Los Angeles Harbor Community College	001224	2-Yr Acad	Public	Campus	CA
Los Angeles Mission College	012550	2-Yr Acad	Public	Campus	CA
Louisiana State University Medical Center-New Orleans	002014	Spec Med	Public	Campus	LA
Louisiana State University System	002009	System	Public	Office	LA
Louisiana State University and Agric. & Mech. College	002010	Doct Ins	Public	Main	LA
Louisiana State University at Alexandria	002011	2-Yr Acad	Public	Campus	LA
Louisiana Tech University	002008	Doct Ins	Public		LA
Lower Columbia College	003782	2-Yr Acad	Public		WA
Loyola College in Maryland	002078	Comp Ins	Pri/Non-Rel		MD
Loyola Marymount University	011649	Comp Ins	Pri/Rel		CA
Loyola University-Chicago	001710	Doct Ins	Pri/Rel		IL
Lurleen B. Wallace State Junior College	008988	2-Yr Acad	Public		AL
Luther College	001874	Gen Bac	Pri/Rel		IA
Lutheran Theological Seminary	003291	Spec Rel	Pri/Rel		PA
Lycoming College	003293	Gen Bac	Pri/Rel		PA
Lynchburg College	003720	Comp Ins	Pri/Rel		VA
Lyndon State college	003689	Gen Bac	Public	Campus	VT
MGH Institute of Health Professions	020817	Spec Med	Pri/Non-Rel		MA
MacCormac Junior College	001716	2-Yr Acad	Pri/Non-Rel		IL
Macalester College	002358	Gen Bac	Pri/Non-Rel		MN
Madison Area Technical College	004007	2-Yr Acad	Public		WI
Madonna University	002282	Gen Bac	Pri/Rel		MI
Maine Technical College System	MNV043	System	Public	Office	ME
Malone College	003072	Gen Bac	Pri/Rel		OH
Manatee Community College	001504	2-Yr Acad	Public	Main	FL
Manchester College	001820	Gen Bac	Pri/Rel		IN
Manhattan Christian College	001931	Gen Bac	Pri/Rel		KS
Manhattan College	002758	Comp Ins	Pri/Rel		NY
Mankato State University	002360	Comp Ins	Public	Campus	MN
Mansfield University of Pennsylvania	003324	Comp Ins	Public	Campus	PA
Maple Woods Community College	009139	2-Yr Acad	Public	Campus	MO
Marian College	001821	Gen Bac	Pri/Rel		IN
Marian College of Fond Du Lac	003861	Gen Bac	Pri/Rel		WI
Marietta College	003073	Gen Bac	Pri/Non-Rel		OH
Marion Technical College	010736	2-Yr Acad	Public		OH
Marist College	002765	Gen Bac	Pri/Non-Rel		NY
Marquette University	003863	Doct Ins	Pri/Rel		WI
Mars Hill College	002944	Gen Bac	Pri/Rel		NC
Marshall University	003815	Comp Ins	Public		WV
Marshalltown Community College	001875	2-Yr Acad	Public	Campus	IA
Mary Baldwin College	003723	Gen Bac	Pri/Rel		VA
Marygrove College	002284	Comp Ins	Pri/Rel		MI
Marymount College at Tarrytown	002768	Gen Bac	Pri/Non-Rel		NY

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Marymount College-Palos Verdes	010474	Gen Bac	Pri/Non-Rel		CA
Marymount Manhattan College	002769	Gen Bac	Pri/Non-Rel		NY
Marymount University	003724	Gen Bac	Pri/Rel		VA
Maryville College	003505	Gen Bac	Pri/Rel		TN
Maryville University-St. Louis	002482	Gen Bac	Pri/Non-Rel		MO
Marywood College	003296	Comp Ins	Pri/Rel		PA
Massachusetts College of Art	002180	Spec Art	Public	Campus	MA
Massachusetts College of Pharmacy & Allied Health Sciences	002165	Spec Med	Pri/Non-Rel		MA
Massachusetts Higher Education Coordinating Council	029283	Other	Public	Office	MA
Massachusetts Institute of Technology	002178	Doct Ins	Pri/Non-Rel		MA
Massachusetts Maritime Academy	002181	Oth Spec	Public		MA
Mayville State University	002993	Gen Bac	Public		ND
McCormick Theological Seminary	001721	Spec Rel	Pri/Rel		IL
McKendree College	001722	Gen Bac	Pri/Rel		IL
Medical College of Georgia	001579	Spec Med	Public	Campus	GA
Medical College of Hampton Roads	010338	Spec Med	Pri/Non-Rel		VA
Medical College of Ohio	007737	Spec Med	Public		OH
Medical College of Pennsylvania	003398	Spec Med	Pri/Non-Rel		PA
Medical College of Wisconsin	008296	Spec Med	Pri/Non-Rel		WI
Medical University of South Carolina	003438	Spec Med	Public		SC
Meharry Medical College	003506	Spec Med	Pri/Non-Rel		TN
Memphis State University	003509	Doct Ins	Public	Campus	TN
Memphis Theological Seminary	010529	Spec Rel	Pri/Rel		TN
Mennonite Brethren Biblical Seminary	010368	Spec Rel	Pri/Rel		CA
Mercer University	001580	Comp Ins	Pri/Rel	Office	GA
Meredith College	002945	Gen Bac	Pri/Rel		NC
Meridian Community College	002413	2-Yr Acad	Public		MS
Merrimack College	002120	Gen Bac	Pri/Rel		MA
Merritt College	001267	2-Yr Acad	Public	Campus	CA
Mesa State College	001358	Gen Bac	Public		CO
Methodist Theological School	003075	Spec Rel	Pri/Rel		OH
Metropolitan Community College	012586	2-Yr Acad	Public	Office	NE
Metropolitan Community Colleges-System	009137	System	Public	Office	MO
Metropolitan State University	010374	Gen Bac	Public	Campus	MN
Miami Institute of Psychology	MAM331	Spec Med	Pri/Non-Rel	Campus	FL
Miami University	007104	Doct Ins	Public	Main	OH
Michigan State University	002290	Doct Ins	Public		MI
Mid Michigan Community College	006768	2-Yr Acad	Public		MI
Mid-Continent Baptist Bible College	029390	Spec Rel	Pri/Rel		KY
Middle Tennessee State University	003510	Comp Ins	Public	Campus	TN
Middlebury College	003691	Gen Bac	Pri/Non-Rel		VT
Midland Junior College	009797	2-Yr Acad	Public		TX
Midlands Technical College	003993	2-Yr Acad	Public	Office	SC
Midway College	001975	2-Yr Acad	Pri/Rel		KY
Midwestern Baptist Theological Seminary	002485	Doct Ins	Pri/Rel		MO
Miles Community College	002528	2-Yr Acad	Public		MT
Millersville University of Pennsylvania	003325	Comp Ins	Public		PA
Milligan College	003511	Gen Bac	Pri/Rel		TN
Millikin University	001724	Gen Bac	Pri/Non-Rel		IL
Mills College	001238	Comp Ins	Pri/Non-Rel		CA
Milwaukee Area Technical College	003866	2-Yr Acad	Public	Main	WI
Minneapolis College of Art & Design	002365	Spec Art	Pri/Non-Rel		MN
Minnesota Community College-System Office	009346	System	Public	Office	MN
Minot State University	002994	Gen Bac	Public		ND
Mira Costa College	001239	2-Yr Acad	Public		CA
Miss Wade's Fashion Merchandising College	010130	2-Yr Acad	Pri/Non-Rel		TX
Mississippi State University	002423	Doct Ins	Public	Campus	MS
Missouri Valley College	002489	Gen Bac	Pri/Rel		MO
Mitchell College	001393	2-Yr Acad	Pri/Non-Rel		CT
Mobile College	001029	Comp Ins	Pri/Rel		AL
Mohawk Valley Community College	002871	2-Yr Acad	Public		NY
Molloy College	002775	Gen Bac	Pri/Non-Rel		NY
Monmouth College	002616	Comp Ins	Pri/Non-Rel		NJ
Monroe Community College	002872	2-Yr Acad	Public		NY

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Monroe County Community College	002294	2-Yr Acad	Public		MI
Montana College of Mineral Sciences & Technology	002531	Comp Ins	Public	Campus	MT
Montana State University	002532	Comp Ins	Public		MT
Montana University System-System Office	029072	System	Public	Office	MT
Montcalm Community College	002295	2-Yr Acad	Public		MI
Montclair State College	002617	Comp Ins	Public		NJ
Monterey Institute of International Studies	001241	Oth Spec	Pri/Non-Rel		CA
Montgomery County Community College	004452	2-Yr Acad	Public		PA
Montreat Anderson College	002948	Gen Bac	Pri/Rel		NC
Moorhead State University	002367	Comp Ins	Public		MN
Moraine Valley Community College	007692	2-Yr Acad	Public		IL
Moravian College	003301	Gen Bac	Pri/Non-Rel		PA
Morehead State University	001976	Comp Ins	Public		KY
Morehouse School of Medicine	029297	Spec Med	Pri/Non-Rel		GA
Morningside College	001879	Gen Bac	Pri/Rel		IA
Morris Brown College	001583	Gen Bac	Pri/Rel		GA
Morton College	001728	2-Yr Acad	Public		IL
Motlow State Community College	006836	2-Yr Acad	Public		TN
Mott Community College	002261	2-Yr Acad	Public		MI
Mount Aloysius College	003302	2-Yr Acad	Pri/Rel		PA
Mount Angel Seminary	003203	Spec Rel	Pri/Rel		OR
Mount Holyoke College	002192	Gen Bac	Pri/Non-Rel		MA
Mount Mercy College	001880	Gen Bac	Pri/Rel		IA
Mount Saint Clare College	001881	Comp Ins	Pri/Rel		IA
Mount Saint Mary's College	002086	Gen Bac	Pri/Rel		MD
Mount Union College	003083	Gen Bac	Pri/Rel		OH
Mount Vernon Nazarene College	007085	Gen Bac	Pri/Rel		OH
Mountain Empire Community College	009629	2-Yr Acad	Public	Campus	VA
Muhlenberg College	003304	Gen Bac	Pri/Rel		PA
Murray State University	001977	Comp Ins	Public		KY
Muskegon Community College	002297	2-Yr Acad	Public		MI
Muskingum Area Technical College	008133	2-Yr Acad	Public		OH
Muskingum College	003084	Gen Bac	Pri/Rel		OH
Napa Valley Community College District	001247	2-Yr Acad	Public		CA
Nash Community College	008557	2-Yr Acad	Public		NC
Nashotah House	003874	Spec Rel	Pri/Rel		WI
Nashville State Technical Institute	008145	2-Yr Acad	Public	Campus	TN
Nassau Community College	002873	2-Yr Acad	Public		NY
National University	011460	Comp Ins	Pri/Non-Rel	Office	CA
National-Louis University	001733	Comp Ins	Pri/Non-Rel		IL
Nazareth College of Rochester	002779	Gen Bac	Pri/Non-Rel		NY
Nebraska Wesleyan University	002555	Gen Bac	Pri/Non-Rel		NE
New Brunswick Theological Seminary	002619	Spec Rel	Pri/Rel		NJ
New England College	002579	Gen Bac	Pri/Non-Rel		NH
New England College of Optometry	002164	Spec Med	Pri/Non-Rel		MA
New England Conservatory of Music	002194	Spec Art	Pri/Non-Rel		MA
New Hampshire College	002580	Comp Ins	Pri/Non-Rel		NH
New Jersey Department of Higher Education	NWJ086	System	Public	Office	NJ
New Jersey Institute of Technology	002621	Doct Ins	Public		NJ
New Mexico Institute of Mining & Technology	002654	Doct Ins	Public		NM
New Mexico State University-Alamogordo	002658	2-Yr Acad	Public	Campus	NM
New Mexico State University-Las Cruces	002657	Doct Ins	Public		NM
New York Medical College	002784	Spec Med	Pri/Non-Rel		NY
Newberry College	003440	Gen Bac	Pri/Rel		SC
Niagara University	002788	Comp Ins	Pri/Non-Rel		NY
Norfolk State University	003765	Comp Ins	Public		VA
North Adams State College	002187	Gen Bac	Public	Campus	MA
North Arkansas Community College	012261	2-Yr Acad	Public		AR
North Carolina A & T State University	002905	Comp Ins	Public	Campus	NC
North Carolina School of the Arts	003981	Spec Art	Public	Campus	NC
North Carolina State University-Raleigh	002972	Doct Ins	Public	Campus	NC
North Carolina Wesleyan College	002951	Gen Bac	Pri/Rel		NC
North Central College	001734	Gen Bac	Pri/Rel		IL
North Central Missouri College	002514	2-Yr Acad	Public		MO

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
North Central Technical College	005313	2-Yr Acad	Public		OH
North Dakota State College of Science	002996	2-Yr Acad	Public		ND
North Dakota State University	009265	Doct Ins	Public	Campus	ND
North Dakota State University-Bottineau	002995	2-Yr Acad	Public	Campus	ND
North Florida Junior College	001508	2-Yr Acad	Public		FL
North Iowa Area Community College	001877	2-Yr Acad	Public		IA
North Park College & Theological Seminary	001735	Gen Bac	Pri/Rel		IL
North Shore Community College	002173	2-Yr Acad	Public		MA
Northcentral Technical College	005387	2-Yr Acad	Public		WI
Northeast Community College	011667	2-Yr Acad	Public		NE
Northeast Louisiana University	002020	Comp Ins	Public		LA
Northeast Missouri State University	002495	Comp Ins	Public		MO
Northeast State Technical Community College	029260	2-Yr Acad	Public		TN
Northeastern Illinois University	001693	Comp Ins	Public		IL
Northeastern Junior College	001361	2-Yr Acad	Public		CO
Northeastern Ohio Universities College of Medicine	029045	Spec Med	Public		OH
Northeastern Oklahoma A & M College	003160	2-Yr Acad	Public		OK
Northeastern State University	003161	Comp Ins	Public		OK
Northeastern University	002199	Doct Ins	Pri/Non-Rel		MA
Northern Arizona University	001082	Doct Ins	Public		AZ
Northern Illinois University	001737	Doct Ins	Public		IL
Northern Kentucky University	009275	Comp Ins	Public		KY
Northern Maine Technical College	005760	2-Yr Acad	Public	Campus	ME
Northern Michigan University	002301	Comp Ins	Public		MI
Northern State University	003466	Comp Ins	Public		SD
Northern Virginia Community College	003727	2-Yr Acad	Public	Office	VA
Northhampton Community College	007191	2-Yr Acad	Public		PA
Northland College	003875	Gen Bac	Pri/Non-Rel		WI
Northland Pioneer College	011862	2-Yr Acad	Public	Office	AZ
Northwest Iowa Technical College	004600	2-Yr Acad	Public		IA
Northwest Missouri State University	002496	Comp Ins	Public		MO
Northwest Nazarene College	001624	Gen Bac	Pri/Rel		ID
Northwest Technical College	008677	2-Yr Acad	Public		OH
Northwestern College	001883	Gen Bac	Pri/Rel		IA
Northwestern College	002371	Gen Bac	Pri/Non-Rel		MN
Northwestern College of Chiropractic	012328	Oth Spec	Pri/Non-Rel		MN
Northwestern University	001739	Doct Ins	Pri/Non-Rel		IL
Norwich University	003692	Comp Ins	Pri/Non-Rel		VT
Notre Dame College of Ohio	003085	Gen Bac	Pri/Rel		OH
Notre Dame Seminary	002022	Spec Rel	Pri/Rel		LA
Nova University	001509	Doct Ins	Pri/Non-Rel		FL
Oakland University	002307	Comp Ins	Public		MI
Oakton Community College	009896	2-Yr Acad	Public		IL
Oberlin College	003086	Gen Bac	Pri/Non-Rel		OH
Occidental College	001249	Comp Ins	Pri/Non-Rel		CA
Odessa College	003596	2-Yr Acad	Public		TX
Ohio Dominican College	003035	Gen Bac	Pri/Rel		OH
Ohio State University	006883	Doct Ins	Public	Main	OH
Ohio University-Eastern	003101	2-Yr Acad	Public	Campus	OH
Ohio University-Main	003100	Doct Ins	Public	Main	OH
Ohio Wesleyan University	003109	Gen Bac	Pri/Rel		OH
Oklahoma Baptist University	003164	Gen Bac	Pri/Rel		OK
Oklahoma City Community College	010391	2-Yr Acad	Public		OK
Oklahoma Panhandle State University	003174	Gen Bac	Public		OK
Oklahoma State Regents for Higher Education	RGN751	Other	Public	Office	OK
Oklahoma State University-College of Osteopathic Medicine	011282	Spec Med	Public	Campus	OK
Oklahoma State University-Oklahoma City	003171	2-Yr Acad	Public	Campus	OK
Old Dominion University	003728	Doct Ins	Public		VA
Olivet College	002308	Gen Bac	Pri/Rel		MI
Olivet Nazarene University	001741	Comp Ins	Pri/Rel		IL
Olympic College	003784	2-Yr Acad	Public		WA
Oregon Graduate Institute of Science & Technology	008856	Oth Spec	Pri/Non-Rel		OR
Oregon Health Sciences University	004882	Spec Med	Public	Campus	OR
Oregon Institute of Technology	003211	Spec Eng	Public	Campus	OR

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Oregon State System of Higher Education	009190	System	Public	Office	OR
Oregon State University	003210	Doct Ins	Public		OR
Otero Junior College	001362	2-Yr Acad	Public		CO
Ottawa University	001937	Gen Bac	Pri/Rel	Main	KS
Otterbein College	003110	Gen Bac	Pri/Rel		OH
Owens Technical College	005753	2-Yr Acad	Public		OH
Pacific Lutheran University	003785	Comp Ins	Pri/Rel		WA
Pacific Oaks College	001255	Comp Ins	Pri/Non-Rel		CA
Pacific School of Religion	001256	Spec Rel	Pri/Rel		CA
Pacific University	003212	Comp Ins	Pri/Non-Rel		OR
Palm Beach Atlantic College	008849	Gen Bac	Pri/Rel		FL
Palm Beach Community College	001512	2-Yr Acad	Public		FL
Palmer College of Chiropractic	012300	Spec Med	Pri/Non-Rel	Campus	IA
Palmer College of Chiropractic-West	029234	Spec Med	Pri/Non-Rel		CA
Palomar Community College	001260	2-Yr Acad	Public		CA
Paris Junior College	003601	2-Yr Acad	Public		TX
Park College	002498	Comp Ins	Pri/Rel		MO
Paul Smith's College of Arts & Sciences	002795	2-Yr Acad	Pri/Non-Rel		NY
Pellissippi State Technical Community College	012693	2-Yr Acad	Public	Campus	TN
Pembroke State University	002954	Comp Ins	Public	Campus	NC
Penn Valley Community College	002484	2-Yr Acad	Public	Campus	MO
Pennsylvania College of Optometry	003311	Spec Med	Pri/Non-Rel		PA
Pennsylvania College of Technology	003395	2-Yr Acad	Public		PA
Pennsylvania State University	006965	Doct Ins	Public	Main	PA
Pensacola Junior College	001513	2-Yr Acad	Public		FL
Pepperdine University	001264	Comp Ins	Pri/Non-Rel		CA
Peru State College	002559	Gen Bac	Public		NE
Philadelphia College of Pharmacy and Science	003353	Spec Med	Pri/Non-Rel		PA
Philadelphia College of Textiles & Science	003354	Comp Ins	Pri/Non-Rel		PA
Phillips County Community College	001104	2-Yr Acad	Public		AR
Piedmont College	001588	Gen Bac	Pri/Non-Rel		GA
Piedmont Virginia Community College	009928	2-Yr Acad	Public	Campus	VA
Pierce College	005000	2-Yr Acad	Public		WA
Pikes Peak Community College	008896	2-Yr Acad	Public		CO
Pikeville College	001980	Gen Bac	Pri/Rel		KY
Pitt Community College	004062	2-Yr Acad	Public		NC
Pittsburg State University	001926	Comp Ins	Public		KS
Pittsburgh Theological Seminary	003356	Spec Rel	Pri/Rel		PA
Pitzer College	001172	Gen Bac	Pri/Non-Rel		CA
Plymouth State College	002591	Comp Ins	Public	Campus	NH
Point Loma Nazarene College	001262	Gen Bac	Pri/Rel		CA
Point Park College	003357	Gen Bac	Pri/Non-Rel		PA
Pomona College	001173	Gen Bac	Pri/Non-Rel		CA
Ponce School of Medicine	029268	Spec Med	Pri/Non-Rel		PR
Portland State University	003216	Doct Ins	Public		OR
Potomac State College of West Virginia University	003829	2-Yr Acad	Public	Campus	WV
Presbyterian College	003445	Gen Bac	Pri/Rel		SC
Prince Georges Community College	002089	2-Yr Acad	Public		MD
Princeton University	002627	Doct Ins	Pri/Non-Rel		NJ
Principia College	001744	Gen Bac	Pri/Non-Rel		MO
Providence College	003406	Doct Ins	Pri/Rel		RI
Purdue University-Calumet	001827	Comp Ins	Public	Campus	IN
Purdue University-North Central Campus	001826	2-Yr Acad	Public	Campus	IN
Purdue University-West Lafayette	001825	Doct Ins	Public	Main	IN
Quincy College	001745	Gen Bac	Pri/Rel		IL
Quinnipiac College	001402	Gen Bac	Pri/Non-Rel		CT
Quinsigamond Community College	002175	2-Yr Acad	Public		MA
Radford University	003732	Comp Ins	Public		VA
Ramapo College of New Jersey	009344	Gen Bac	Public		NJ
Rancho Santiago Community College	001284	2-Yr Acad	Public	Office	CA
Randolph-Macon College	003733	Gen Bac	Pri/Rel		VA
Randolph-Macon Woman's College	003734	Gen Bac	Pri/Non-Rel		VA
Rappahannock Community College	009160	2-Yr Acad	Public		VA
Reading Area Community College	010388	2-Yr Acad	Public		PA

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Reed College	003217	Gen Bac	Pri/Non-Rel		OR
Reformed Bible College	002311	Spec Rel	Pri/Non-Rel		MI
Regent University	029353	Doct Ins	Pri/Non-Rel		VA
Regis College	002206	Gen Bac	Pri/Rel		MA
Regis University	001363	Gen Bac	Pri/Rel		CO
Rensselaer Polytechnic Institute	002803	Doct Ins	Pri/Non-Rel		NY
Rhode Island College	003407	Comp Ins	Public		RI
Rhode Island School of Design	003409	Spec Art	Pri/Non-Rel		RI
Rhodes College	003519	Gen Bac	Pri/Rel		TN
Richland Community College	010879	2-Yr Acad	Public		IL
Richmond Community College	005464	2-Yr Acad	Public	Campus	NC
Rider College	002628	Comp Ins	Pri/Non-Rel	Main	NJ
Ripon College	003884	Gen Bac	Pri/Non-Rel		WI
Rivier College	002586	Comp Ins	Pri/Rel		NH
Roan State Community College	009914	2-Yr Acad	Public		TN
Roanoke College	003736	Gen Bac	Pri/Rel		VA
Robert Morris College	001746	2-Yr Acad	Pri/Non-Rel	Office	IL
Robert Morris College	003359	Comp Ins	Pri/Non-Rel		PA
Rochester Institute of Technology	002806	Comp Ins	Pri/Non-Rel		NY
Rockford College	001748	Gen Bac	Pri/Non-Rel		IL
Rockhurst College	002499	Comp Ins	Pri/Rel		MO
Roger Williams College	004917	Gen Bac	Pri/Non-Rel	Main	RI
Rollins College	001515	Comp Ins	Pri/Non-Rel		FL
Roosevelt University	001749	Comp Ins	Pri/Non-Rel		IL
Rosary College	001750	Comp Ins	Pri/Rel		IL
Rose State College	009185	2-Yr Acad	Public		OK
Rose-Hulman Institute of Technology	001830	Spec Eng	Pri/Non-Rel		IN
Rowan-Cabarrus Community College	005754	2-Yr Acad	Public	Campus	NC
Rutgers, The State University of New Jersey	006964	Doct Ins	Public	Main	NJ
Sacred Heart Major Seminary	002313	Gen Bac	Pri/Rel		MI
Sacred Heart University	001403	Gen Bac	Pri/Non-Rel		CT
Saginaw Valley State University	002314	Comp Ins	Public		MI
Saint Ambrose University	001889	Gen Bac	Pri/Rel		IA
Saint Bonaventure University	002817	Comp Ins	Pri/Rel		NY
Saint Catherine College	001983	2-Yr Acad	Pri/Rel		KY
Saint Clair County Community College	002310	2-Yr Acad	Public		MI
Saint Cloud State University	002377	Comp Ins	Public	Campus	MN
Saint Edward's University	003621	Gen Bac	Pri/Non-Rel		TX
Saint Francis College	002820	Gen Bac	Pri/Non-Rel		NY
Saint Francis College	003366	Comp Ins	Pri/Rel		PA
Saint John Fisher College	002821	Gen Bac	Pri/Non-Rel		NY
Saint John's College	002092	Gen Bac	Pri/Non-Rel	Campus	MD
Saint John's College-Santa Fe Campus	002093	Gen Bac	Pri/Non-Rel	Campus	NM
Saint John's University	002379	Gen Bac	Pri/Rel		MN
Saint Joseph's College	001833	Gen Bac	Pri/Rel		IN
Saint Joseph's University	003367	Comp Ins	Pri/Rel		PA
Saint Lawrence University	002829	Gen Bac	Pri/Non-Rel		NY
Saint Louis University	002506	Doct Ins	Pri/Rel		MO
Saint Martin's College	003794	Gen Bac	Pri/Rel		WA
Saint Mary's College	001836	Gen Bac	Pri/Rel		IN
Saint Mary's College	002321	Gen Bac	Pri/Non-Rel		MI
Saint Mary's College of California	001302	Comp Ins	Pri/Rel		CA
Saint Mary's College of Maryland	002095	Gen Bac	Public		MD
Saint Mary's College of Minnesota	002380	Comp Ins	Pri/Rel		MN
Saint Mary's University	003623	Comp Ins	Pri/Rel		TX
Saint Meinrad College	001837	Gen Bac	Pri/Rel		IN
Saint Michael's College	003694	Comp Ins	Pri/Rel		VT
Saint Norbert College	003892	Gen Bac	Pri/Rel		WI
Saint Olaf College	002382	Gen Bac	Pri/Rel		MN
Saint Paul School of Theology	002509	Spec Rel	Pri/Rel		MO
Saint Peter's College	002638	Gen Bac	Pri/Non-Rel		NJ
Saint Thomas Aquinas College	002832	Gen Bac	Pri/Non-Rel		NY
Saint Thomas Theological Seminary	001367	Spec Rel	Pri/Rel		CO
Saint Vincent College	003368	Gen Bac	Pri/Rel		PA

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Saint Xavier College	001768	Gen Bac	Pri/Rel		IL
Salem College	002960	Gen Bac	Pri/Rel		NC
Salem State College	002188	Comp Ins	Public		MA
Salisbury State University	002091	Comp Ins	Public		MD
Salt Lake Community College	005220	2-Yr Acad	Public		UT
Salve Regina University	003411	Comp Ins	Pri/Rel		RI
Sam Houston State University	003606	Doct Ins	Public	Campus	TX
San Diego Community College District	001273	System	Public	Office	CA
San Diego State University	001151	Comp Ins	Public	Campus	CA
San Diego State University Foundation	SDF921	Other	Pri/Non-Rel		CA
San Francisco Art Institute	003948	Spec Art	Pri/Non-Rel		CA
San Joaquin Delta Community College	001280	2-Yr Acad	Public		CA
San Jose State University	001155	Comp Ins	Public	Campus	CA
San Juan College	002660	2-Yr Acad	Public		NM
Sangamon State University	009333	Comp Ins	Public	Campus	IL
Santa Clara University	001326	Comp Ins	Pri/Non-Rel		CA
Santa Fe Community College	022781	2-Yr Acad	Public		NM
Savannah State College	001590	Comp Ins	Public	Campus	GA
School for Lifelong Learning	029340	Gen Bac	Public	Campus	NH
School of the Museum of Fine Arts	004667	Spec Art	Pri/Non-Rel		MA
Schoolcraft College	002315	2-Yr Acad	Public		MI
Scripps College	001174	Gen Bac	Pri/Non-Rel		CA
Seattle Pacific University	003788	Comp Ins	Pri/Rel		WA
Seattle University	003790	Comp Ins	Pri/Non-Rel		WA
Seminole Community College	001520	2-Yr Acad	Public	Campus	FL
Seton Hall University	002632	Comp Ins	Pri/Rel	Main	NJ
Seton Hill College	003362	Gen Bac	Pri/Rel		PA
Shasta College	001289	2-Yr Acad	Public		CA
Shawnee State University	012748	2-Yr Acad	Public		OH
Shelby State Community College	010439	2-Yr Acad	Public		TN
Shippenburg University	003326	Comp Ins	Public		PA
Shoreline Community College	003791	2-Yr Acad	Public		WA
Shorter College	001105	2-Yr Acad	Pri/Rel		AR
Shorter College	001591	Gen Bac	Pri/Rel		GA
Showa Women's Institute-Boston	SHW021	2-Yr Acad	Pri/Non-Rel		MA
Siena Heights College	002316	Gen Bac	Pri/Rel		MI
Sierra Community College	001290	2-Yr Acad	Public		CA
Simpson College	001291	Gen Bac	Pri/Rel		CA
Simpson College	001887	Gen Bac	Pri/Non-Rel		IA
Sinclair Community College	003119	2-Yr Acad	Public		OH
Sioux Falls College	003469	Comp Ins	Pri/Rel		SD
Skidmore College	002814	Gen Bac	Pri/Non-Rel		NY
Snow College	003679	2-Yr Acad	Public		UT
Solano Community College	001292	2-Yr Acad	Public		CA
South Arkansas Community College	STH717	2-Yr Acad	Public		AR
South Dakota School of Mines & Technology	003470	Comp Ins	Public	Campus	SD
South Dakota State University	003471	Comp Ins	Public		SD
South Florida Community College	001522	2-Yr Acad	Public		FL
South Georgia College	001592	2-Yr Acad	Public	Campus	GA
South Puget Sound Community College	005372	2-Yr Acad	Public		WA
South Texas College of Law	004977	Spec Law	Pri/Non-Rel		TX
Southeast Community College	029003	2-Yr Acad	Public	Office	NE
Southeast Missouri State University	002501	Comp Ins	Public		MO
Southeastern Baptist Theological Seminary	002963	Spec Rel	Pri/Rel		NC
Southeastern Community College	008740	2-Yr Acad	Public	Office	IA
Southeastern Louisiana University	002024	Comp Ins	Public		LA
Southeastern Oklahoma State University	003179	Comp Ins	Public		OK
Southern Arkansas University	001107	Gen Bac	Public	Main	AR
Southern California College	001293	Gen Bac	Pri/Rel		CA
Southern California College of Optometry	001230	Spec Med	Pri/Non-Rel		CA
Southern College of Seventh-Day Adventists	003518	Gen Bac	Pri/Rel		TN
Southern College of Technology	001570	Spec Eng	Public		GA
Southern Connecticut State University	001406	Comp Ins	Public	Campus	CT
Southern Illinois University-Carbondale	001758	Doct Ins	Public	Main	IL

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Southern Illinois University-Edwardsville	001759	Comp Ins	Public	Campus	IL
Southern Maine Technical College	005525	2-Yr Acad	Public	Campus	ME
Southern Methodist University	003613	Doct Ins	Pri/Non-Rel		TX
Southern Oregon State College	003219	Comp Ins	Public	Campus	OR
Southern Seminary College	003738	2-Yr Acad	Pri/Non-Rel		VA
Southern University & Agricultural & Mechanical College	009636	System	Public	Campus	LA
Southern Utah University	003678	Gen Bac	Public		UT
Southwest Mississippi Community College	002436	2-Yr Acad	Public		MS
Southwest Missouri State University	002503	Comp Ins	Public		MO
Southwest Texas State University	003615	Comp Ins	Public	Campus	TX
Southwest Virginia Community College	007260	2-Yr Acad	Public	Campus	VA
Southwest Wisconsin Technical College	007669	2-Yr Acad	Pri/Non-Rel		WI
Southwestern College	007113	Gen Bac	Pri/Rel		AZ
Southwestern Oklahoma State University	003181	Comp Ins	Public		OK
Southwestern Oregon Community College	003220	2-Yr Acad	Public		OR
Southwestern University	003620	Gen Bac	Pri/Rel		TX
Spalding University	001960	Gen Bac	Pri/Non-Rel		KY
Spartanburg Technical College	003994	2-Yr Acad	Public		SC
Spelman College	001594	Gen Bac	Pri/Non-Rel		GA
Spring Arbor College	002318	Gen Bac	Pri/Rel		MI
Spring Hill College	001041	Gen Bac	Pri/Non-Rel		AL
Springfield College	002211	Comp Ins	Pri/Non-Rel		MA
Springfield College in Illinois	001761	Comp Ins	Pri/Rel		IL
Springfield Technical Community College	008078	2-Yr Acad	Public		MA
St. Charles County Community College	025306	2-Yr Acad	Public		MO
St. Johns River Community College	001523	2-Yr Acad	Public	Office	FL
Stanford University	001305	Doct Ins	Pri/Non-Rel		CA
Stark Technical College	010881	2-Yr Acad	Public		OH
State Colleges in Colorado	666696	System	Public	Office	CO
State Community College of East St. Louis	009332	2-Yr Acad	Public		IL
State Fair Community College	008080	2-Yr Acad	Public		MO
State Technical Institute-Memphis	007105	2-Yr Acad	Public		TN
State University & Community College System of Tennessee	029031	System	Public	Office	TN
State University System of Florida-System Office	008068	System	Public	Office	FL
State University System of Minnesota-System	029070	System	Public	Office	MN
State University of New York-Albany	002835	Doct Ins	Public		NY
State University of New York-Buffalo	002837	Doct Ins	Public	Campus	NY
State University of New York-Central Administration	002834	System	Public	Office	NY
State University of New York-College at Brockport	002841	Comp Ins	Public	Campus	NY
State University of New York-College at Buffalo	002842	Comp Ins	Public	Campus	NY
State University of New York-College at Cortland	002843	Comp Ins	Public	Campus	NY
State University of New York-College at Fredonia	002844	Comp Ins	Public	Campus	NY
State University of New York-College at Geneseo	002845	Comp Ins	Public	Campus	NY
State University of New York-College at Oneonta	002897	Comp Ins	Public	Campus	NY
State University of New York-College at Plattsburgh	002849	Comp Ins	Public	Campus	NY
State University of New York-College of A & T at Cobleskill	002856	2-Yr Acad	Public	Campus	NY
State University of New York-College of A & T at Morrisville	002859	2-Yr Acad	Public		NY
State University of New York-Empire State College	010286	Comp Ins	Public	Campus	NY
State University of New York-Health Science Center-Syracuse	002840	Spec Med	Public	Campus	NY
State University of New York-Inst. of Tech. at Utica-Rome	006792	Comp Ins	Public	Campus	NY
State University of New York-Research Foundation	RSR122	System	Public	Office	NY
State University of New York-Stony Brook	002838	Doct Ins	Public	Main	NY
Stephen F. Austin State University	003624	Comp Ins	Public		TX
Stevens Institute of Technology	002639	Spec Eng	Pri/Non-Rel		NJ
Stillman College	001044	Gen Bac	Pri/Rel		AL
Stockton State College	009345	Gen Bac	Public		NJ
Suffolk University	002218	Comp Ins	Pri/Non-Rel		MA
Susquehanna University	003369	Gen Bac	Pri/Rel		PA
Swarthmore College	003370	Gen Bac	Pri/Non-Rel		PA
Sweet Briar College	003742	Gen Bac	Pri/Non-Rel		VA
Syracuse University	002882	Doct Ins	Pri/Non-Rel		NY
Tabor College	001946	Gen Bac	Pri/Rel		KS
Tallahassee Community College	001533	2-Yr Acad	Public		FL
Tarrant County Junior College District	008898	2-Yr Acad	Public	Office	TX

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Technical College of the Lowcountry	009910	2-Yr Acad	Public	Main	SC
Teikyo Loretto Heights University	TKY802	Gen Bac	Pri/Non-Rel		CO
Teikyo Marycrest University	001876	Gen Bac	Pri/Non-Rel		IA
Teikyo Post University	001401	Gen Bac	Pri/Non-Rel		CT
Teikyo Westmar University	001899	Gen Bac	Pri/Non-Rel		IA
Temple University	003371	Doct Ins	Public	Main	PA
Tennessee Higher Education Commission	TNN372	Other	Public		TN
Tennessee State University	003522	Comp Ins	Public		TN
Tennessee Technological University	003523	Comp Ins	Public		TN
Tennessee Temple University	003524	Gen Bac	Pri/Rel		TN
Tennessee Wesleyan Coilege	003525	2-Yr Acad	Pri/Rel		TN
Terra Technical College	008278	2-Yr Acad	Public		OH
Texas A & M University-College Station	010366	Doct Ins	Public	Campus	TX
Texas A & M University-System	003629	System	Public	Office	TX
Texas Christian University	003636	Doct Ins	Pri/Rel		TX
Texas College of Osteopathic Medicine	009768	Spec Med	Public		TX
Texas State Technical College-Amarillo	009933	2-Yr Acad	Public	Campus	TX
Texas State Technical College-Harlingen	009225	2-Yr Acad	Public	Campus	TX
Texas Tech University	003644	Doct Ins	Public		TX
Texas Tech University Health Sciences Center	010674	Spec Med	Public	Office	TX
Texas Woman's University	003646	Doct Ins	Public	Office	TX
Thiel College	003376	Gen Bac	Pri/Rel		PA
Thomas M. Cooley Law School	012627	Spec Law	Pri/Non-Rel		MI
Thomas More College	002001	Gen Bac	Pri/Non-Rel		KY
Thomas Nelson Community College	006871	2-Yr Acad	Public		VA
Three Rivers Community College	004713	2-Yr Acad	Public		MO
Tidewater Community College	003712	2-Yr Acad	Public	Campus	VA
Tiffin University	003121	Gen Bac	Pri/Non-Rel		OH
Tompkins-Cortland Community College	006788	2-Yr Acad	Public		NY
Tougaloo College	002439	Gen Bac	Pri/Rel		MS
Towson State University	002099	Comp Ins	Public	Campus	MD
Transylvania University	001987	Gen Bac	Pri/Non-Rel		KY
Trenton State College	002642	Comp Ins	Public		NJ
Trident Technical College	008818	2-Yr Acad	Public		SC
Trinidad State Junior College	001368	2-Yr Acad	Public	Campus	CO
Trinity Christian College	001771	Gen Bac	Pri/Non-Rel		IL
Trinity College	001460	Comp Ins	Pri/Rel		DC
Trinity College of Vermont	003695	Gen Bac	Pri/Rel		VT
Trinity Lutheran Seminary	003044	Spec Rel	Pri/Rel		OH
Troy State University	001047	Comp Ins	Public	Main	AL
Troy State University at Dothan	001048	Gen Bac	Public	Campus	AL
Truckee Meadows Community College	029231	2-Yr Acad	Public	Campus	NV
Tulane University of Louisiana	002029	Doct Ins	Pri/Non-Rel		LA
Tulsa Junior College	009763	2-Yr Acad	Public		OK
Tunxis Community College	009764	2-Yr Acad	Public	Campus	CT
Tusculum College	003527	Gen Bac	Pri/Rel		TN
Tuskegee University	001050	Comp Ins	Pri/Non-Rel		AL
Ulster County Community College	002880	2-Yr Acad	Public		NY
Uniformed Services University of the Health Sciences	029169	Oth Spec	Public		MD
Union College	001988	Comp Ins	Pri/Non-Rel		KY
Union College	002563	Gen Bac	Pri/Rel		NE
Union College	002889	Doct Ins	Pri/Non-Rel		NY
Union Institute	010923	Doct Ins	Pri/Non-Rel		OH
Universidad Adventista de las Antillas	005019	Gen Bac	Pri/Rel		PR
University of Colorado-System	007996	System	Public	Office	CO
University of Akron	003123	Doct Ins	Public	Main	OH
University of Alabama	001051	Doct Ins	Public	Campus	AL
University of Alabama-Birmingham	001052	Doct Ins	Public	Campus	AL
University of Alabama-Huntsville	001055	Comp Ins	Public	Campus	AL
University of Alabama-System	008004	System	Public	Office	AL
University of Alaska-Southeast	011463	Comp Ins	Public		AL
University of Arizona	001083	Doct Ins	Public		AZ
University of Arkansas-Fayetteville	001108	Doct Ins	Public	Main	AR
University of Arkansas-Little Rock	001101	Comp Ins	Public	Campus	AR

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
University of Arkansas-Medical School	001109	Spec Med	Public	Campus	AR
University of Arkansas-Pine Bluff	001086	Gen Bac	Public	Campus	AR
University of Arkansas-System Office	008008	System	Public	Office	AR
University of Baltimore	002102	Comp Ins	Public	Campus	MD
University of Bridgeport	001416	Comp Ins	Pri/Non-Rel		CT
University of California-Berkeley	001312	Doct Ins	Public	Campus	CA
University of California-Los Angeles	001315	Doct Ins	Public	Campus	CA
University of California-Office of the President	001311	System	Public	Office	CA
University of California-San Diego	001317	Doct Ins	Public	Campus	CA
University of Central Arkansas	001092	Comp Ins	Public		AR
University of Central Florida	003954	Comp Ins	Public		FL
University of Central Oklahoma	003152	Comp Ins	Public		OK
University of Central Texas	011854	Comp Ins	Pri/Non-Rel		TX
University of Chicago	001774	Doct Ins	Pri/Non-Rel		IL
University of Cincinnati	003125	Doct Ins	Public	Main	OH
University of Colorado-Boulder	001370	Doct Ins	Public	Main	CO
University of Colorado-Colorado Springs	004509	Doct Ins	Public	Campus	CO
University of Colorado-Denver	006740	Doct Ins	Public	Campus	CO
University of Connecticut	029013	Doct Ins	Public		CT
University of Dallas	003651	Comp Ins	Pri/Rel		TX
University of Dayton	003127	Comp Ins	Pri/Rel		OH
University of Delaware	001431	Doct Ins	Public		DE
University of Denver	001371	Doct Ins	Pri/Non-Rel		CO
University of Detroit Mercy	002323	Doct Ins	Pri/Rel		MI
University of Dubuque	001891	Gen Bac	Pri/Rel		IA
University of Evansville	001795	Comp Ins	Pri/Rel		IN
University of Florida	001535	Doct Ins	Public	Campus	FL
University of Georgia	001598	Doct Ins	Public	Campus	GA
University of Guam	003935	Comp Ins	Public	Office	GU
University of Hartford	001422	Comp Ins	Pri/Non-Rel		CT
University of Hawaii-Community College System Administration	CMM968	System	Public	Office	HI
University of Hawaii-Hawaii Community College	005258	2-Yr Acad	Public	Campus	HI
University of Hawaii-Hilo	029020	Gen Bac	Public	Campus	HI
University of Hawaii-Honolulu Community College	001612	2-Yr Acad	Public	Campus	HI
University of Hawaii-Kapiolani Community College	001613	2-Yr Acad	Public	Campus	HI
University of Hawaii-Kauai Community College	001614	2-Yr Acad	Public	Campus	HI
University of Hawaii-Leeward Community College	004549	2-Yr Acad	Public	Campus	HI
University of Hawaii-Manoa	001610	Doct Ins	Public	Main	HI
University of Hawaii-Maui Community College	001615	2-Yr Acad	Public	Campus	HI
University of Hawaii-System Administration	007885	System	Public	Office	HI
University of Hawaii-West Oahu	029102	Gen Bac	Public	Campus	HI
University of Hawaii-Windward Community College	010390	2-Yr Acad	Public	Campus	HI
University of Houston-Clear Lake	011711	Comp Ins	Public	Campus	TX
University of Houston-University Park	003652	Doct Ins	Public	Campus	TX
University of Idaho	001626	Doct Ins	Public		ID
University of Illinois-Central Office	008001	System	Public	Office	IL
University of Illinois-Chicago	001776	Doct Ins	Public	Campus	IL
University of Illinois-Urbana	001775	Doct Ins	Public	Campus	IL
University of Iowa	001892	Doct Ins	Public		IA
University of Kansas-Lawrence	001948	Doct Ins	Public	Main	KS
University of Kansas-Medical Center	004605	Spec Med	Public	Campus	KS
University of Kentucky	001989	Doct Ins	Public		KY
University of La Verne	001216	Comp Ins	Pri/Non-Rel		CA
University of Louisville	001999	Doct Ins	Public		KY
University of Maine-Augusta	006760	Gen Bac	Public	Campus	ME
University of Maine-Farmington	002040	Gen Bac	Public	Campus	ME
University of Maine-Fort Kent	002041	Gen Bac	Public	Campus	ME
University of Maine-Machias	002055	Gen Bac	Public	Campus	ME
University of Maine-Presque Isle	002033	Gen Bac	Public	Campus	ME
University of Maine-System	008012	System	Public	Office	ME
University of Mary Hardin-Baylor	003588	Gen Bac	Pri/Rel		TX
University of Maryland-Baltimore	002104	Doct Ins	Public	Campus	MD
University of Maryland-College Park	002103	Doct Ins	Public	Campus	MD
University of Maryland-Eastern Shore	002106	Gen Bac	Public	Campus	MD

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
University of Maryland-System Administration	007959	System	Public	Office	MD
University of Massachusetts-Amherst	002221	Doct Ins	Public	Main	MA
University of Massachusetts-Boston	002222	Doct Ins	Public	Campus	MA
University of Massachusetts-Dartmouth	002210	Comp Ins	Public	Campus	MA
University of Medicine & Dentistry of New Jersey	002620	Spec Med	Public	Main	NJ
University of Miami	001536	Doct Ins	Pri/Non-Rel	Office	FL
University of Michigan-Ann Arbor	009092	Doct Ins	Public	Main	MI
University of Michigan-Flint	002327	Comp Ins	Public	Campus	MI
University of Minnesota-Duluth	002388	Comp Ins	Public		MN
University of Minnesota-Morris	002389	Gen Bac	Public	Campus	MN
University of Mississippi	002440	Doct Ins	Public	Campus	MS
University of Mississippi-Medical Center	004688	Spec Med	Public	Campus	MS
University of Missouri-Columbia	002516	Doct Ins	Public	Main	MO
University of Missouri-Kansas City	002518	Doct Ins	Public	Campus	MO
University of Missouri-Rolla	002517	Doct Ins	Public	Campus	MO
University of Missouri-St. Louis	002519	Doct Ins	Public	Campus	MO
University of Missouri-System	002515	System	Public	Office	MO
University of Montana	002536	Comp Ins	Public	Campus	MT
University of Montevallo	001004	Comp Ins	Public		AL
University of Nebraska-Kearney	002551	Comp Ins	Public	Campus	NE
University of Nebraska-Lincoln	002565	Doct Ins	Public	Campus	NE
University of Nebraska-Medical Center	006895	Spec Med	Public	Campus	NE
University of Nebraska-Omaha	002554	Comp Ins	Public	Campus	NE
University of Nebraska-System	008025	System	Public	Office	NE
University of Nevada-Las Vegas	002569	Comp Ins	Public	Campus	NV
University of Nevada-Reno	002568	Doct Ins	Public	Campus	NV
University of New England	002050	Comp Ins	Pri/Non-Rel		ME
University of New Hampshire	002589	Doct Ins	Public	Main	NH
University of New Hampshire-System	008027	System	Public	Office	NH
University of New Haven	001397	Comp Ins	Pri/Non-Rel		CT
University of New York-Health Science Center-Brooklyn	002839	Spec Med	Public	Campus	NY
University of North Carolina-Asheville	002907	Comp Ins	Public	Campus	NC
University of North Carolina-Chapel Hill	002974	Doct Ins	Public	Campus	NC
University of North Carolina-Charlotte	002975	Comp Ins	Public	Campus	NC
University of North Carolina-Greensboro	002976	Doct Ins	Public	Campus	NC
University of North Carolina-Wilmington	002984	Comp Ins	Public	Main	NC
University of North Dakota	003005	Doct Ins	Public		ND
University of North Texas	003594	Doct Ins	Public		TX
University of Northern Colorado	001349	Doct Ins	Public		CO
University of Northern Iowa	001890	Comp Ins	Public		IA
University of Notre Dame	001840	Doct Ins	Pri/Rel		IN
University of Oklahoma-Health Science Center	005889	Spec Med	Public	Campus	OK
University of Oklahoma-Norman	003184	Doct Ins	Public	Main	OK
University of Oregon	003223	Doct Ins	Public		OR
University of Pennsylvania	003378	Doct Ins	Pri/Non-Rel		PA
University of Puerto Rico-Mayaguez Campus	003944	Comp Ins	Public	Main	PR
University of Puget Sound	003797	Comp Ins	Pri/Non-Rel		WA
University of Redlands	001322	Comp Ins	Pri/Non-Rel		CA
University of Rhode Island	003414	Doct Ins	Public		RI
University of Richmond	003744	Comp Ins	Pri/Rel		VA
University of Rio Grande	003116	Gen Bac	Pri/Non-Rel		OH
University of Rochester	002894	Doct Ins	Pri/Non-Rel		NY
University of Saint Thomas	002345	Doct Ins	Pri/Rel		MN
University of Saint Thomas	003654	Doct Ins	Pri/Rel		TX
University of San Diego	010395	Comp Ins	Pri/Non-Rel		CA
University of San Francisco	001325	Comp Ins	Pri/Rel		CA
University of Science and Arts of Oklahoma	003167	Gen Bac	Public		OK
University of Scranton	003384	Comp Ins	Pri/Rel		PA
University of South Alabama	001057	Comp Ins	Public		AL
University of South Carolina-Columbia	003448	Doct Ins	Public	Office	SC
University of South Carolina-Union	004927	2-Yr Acad	Public	Campus	SC
University of South Dakota	010300	Doct Ins	Public		SD
University of South Florida	001537	Doct Ins	Public	Campus	FL
University of Southern Colorado	001365	Gen Bac	Public		CO

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
University of Southern Indiana	001808	Gen Bac	Public		IN
University of Southern Maine	009762	Comp Ins	Public	Campus	ME
University of Southern Mississippi	002441	Doct Ins	Public	Office	MS
University of Southwestern Louisiana	002031	Doct Ins	Public		LA
University of Tampa	001538	Comp Ins	Pri/Non-Rel		FL
University of Tennessee-Chattanooga	003529	Comp Ins	Public	Campus	TN
University of Tennessee-Institute of Agriculture	UTN379	Gen Bac	Public	Campus	TN
University of Tennessee-Knoxville	003530	Doct Ins	Public	Main	TN
University of Tennessee-Martin	003531	Comp Ins	Public	Campus	TN
University of Tennessee-System	008051	System	Public	Office	TN
University of Texas-Arlington	003656	Doct Ins	Public	Campus	TX
University of Texas-Austin	003658	Doct Ins	Public	Campus	TX
University of Texas-Dallas	009741	Doct Ins	Public	Campus	TX
University of Texas-Health Science Center at San Antonio	003659	Spec Med	Public	Campus	TX
University of Texas-Pan American	003599	Comp Ins	Public	Campus	TX
University of Texas-Permian Basin	009930	Comp Ins	Public	Campus	TX
University of Texas-Southwestern Medical Center at Dallas	003660	Spec Med	Public	Campus	TX
University of Texas-System	003655	System	Public	Office	TX
University of Tulsa	003185	Comp Ins	Pri/Non-Rel		OK
University of Utah	003675	Doct Ins	Public		UT
University of Vermont	003616	Doct Ins	Public		VT
University of Virginia	006968	Doct Ins	Public		VA
University of Washington	003798	Doct Ins	Public	Main	WA
University of West Florida	003955	Comp Ins	Public		FL
University of Wisconsin-Eau Claire	003917	Comp Ins	Public	Campus	WI
University of Wisconsin-Green Bay	003899	Comp Ins	Public	Campus	WI
University of Wisconsin-LaCrosse	003919	Comp Ins	Public	Campus	WI
University of Wisconsin-Madison	003895	Doct Ins	Public	Campus	WI
University of Wisconsin-Milwaukee	003896	Doct Ins	Public	Campus	WI
University of Wisconsin-Platteville	003921	Comp Ins	Public	Campus	WI
University of Wisconsin-Stout	003915	Comp Ins	Public	Campus	WI
University of Wisconsin-Superior	003925	Comp Ins	Public	Campus	WI
University of Wisconsin-System	003894	System	Public	Office	WI
University of Wyoming	003932	Doct Ins	Public		WY
University of the Arts	003350	Spec Art	Pri/Non-Rel		PA
University of the Ozarks	001094	Gen Bac	Pri/Non-Rel		AZ
University of the Pacific	001329	Doct Ins	Pri/Non-Rel	Main	CA
Upper Iowa University	001893	Gen Bac	Pri/Non-Rel		IA
Ursuline College	003134	Gen Bac	Pri/Rel		OH
Utah State University	003677	Doct Ins	Public		UT
Utah Valley Community College	004027	2-Yr Acad	Public		UT
Utica College of Syracuse University	002883	Gen Bac	Pri/Non-Rel	Campus	NY
Valdosta State College	001599	Comp Ins	Public		GA
Valencia Community College	006750	2-Yr Acad	Public		FL
Valley City State University	003008	Gen Bac	Public	Campus	ND
Valley Forge Military College	003386	2-Yr Acad	Pri/Non-Rel		PA
Valparaiso University	001842	Comp Ins	Pri/Rel		IN
Vanderbilt University	003535	Doct Ins	Pri/Non-Rel		TN
Vassar College	002895	Gen Bac	Pri/Non-Rel		NY
Vernon Regional Junior College	010060	2-Yr Acad	Public		TX
Victoria College	003662	2-Yr Acad	Public		TX
Villanova University	003388	Comp Ins	Pri/Rel		PA
Vincennes University	001843	2-Yr Acad	Public	Main	IN
Virginia Commonwealth University	003735	Doct Ins	Public		VA
Virginia Community College System	008904	System	Public	Office	VA
Virginia Polytechnic Institute & State University	003754	Doct Ins	Public		VA
Virginia State University	003764	Comp Ins	Public		VA
Virginia Wesleyan College	003767	Gen Bac	Pri/Rel		VA
Viterbo College	003911	Gen Bac	Pri/Rel		WI
Volunteer State Community College	009912	2-Yr Acad	Public	Campus	TN
Wake Forest University	002978	Comp Ins	Pri/Non-Rel		NC
Walla Walla Community College	005006	2-Yr Acad	Public	Main	WA
Walters State Community College	008863	2-Yr Acad	Public		TN
Wartburg College	001896	Gen Bac	Pri/Rel		IA

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
Washburn University of Topeka	001949	Gen Bac	Public		KS
Washington College	002108	Gen Bac	Pri/Non-Rel		MD
Washington County Technical College	WSH046	2-Yr Acad	Public	Campus	ME
Washington State University	003800	Doct Ins	Public		WA
Washington Theological Union	010065	Spec Rel	Pri/Rel		MD
Washington University	002520	Doct Ins	Pri/Non-Rel		MO
Washington University School of Medicine	WSH631	Spec Med	Pri/Non-Rel	Campus	MO
Washington and Jefferson College	003389	Gen Bac	Pri/Non-Rel		PA
Washington and Lee University	003768	Gen Bac	Pri/Non-Rel		VA
Washtenaw Community College	002328	2-Yr Acad	Public		MI
Waubonsee Community College	006931	2-Yr Acad	Public		IL
Wayne State College	002566	Comp Ins	Public		NE
Wayne State University	002329	Doct Ins	Public		MI
Waynesburg College	003391	Gen Bac	Pri/Rel		PA
Weatherford College	003664	2-Yr Acad	Public		TX
Weber State University	003680	Comp Ins	Public		UT
Webster University	002521	Spec Rel	Pri/Non-Rel		MO
Wellesley College	002224	Gen Bac	Pri/Non-Rel		MA
Wells College	002901	Gen Bac	Pri/Non-Rel		NY
Wenatchee Valley College	003801	2-Yr Acad	Public		WA
Wentworth Institute of Technology	029099	Gen Bac	Pri/Non-Rel		MA
Wesley College	001433	Gen Bac	Pri/Rel		DE
Wesleyan University	001424	Comp Ins	Pri/Non-Rel		CT
West Chester University of Pennsylvania	003328	Comp Ins	Public	Campus	PA
West Georgia College	001601	Comp Ins	Public		GA
West Hills Community College	001176	2-Yr Acad	Public		CA
West Texas State University	003665	Comp Ins	Public	Campus	TX
West Virginia Graduate College	006869	Comp Ins	Public		WV
West Virginia School of Osteopathic Medicine	011245	Spec Med	Public		WV
West Virginia University	003827	Doct Ins	Public	Main	WV
West Virginia Wesleyan College	003830	Gen Bac	Pri/Rel		WV
Western Baptist College	001339	Gen Bac	Pri/Rel		OR
Western Carolina University	002981	Comp Ins	Public	Campus	NC
Western Illinois University	001780	Comp Ins	Public	Campus	IL
Western Kentucky University	002002	Comp Ins	Public		KY
Western Maryland College	002109	Comp Ins	Pri/Non-Rel		MD
Western Michigan University	002330	Doct Ins	Public		MI
Western Montana College	002537	Gen Bac	Public	Main	MT
Western Nebraska Community College	002560	2-Yr Acad	Public	Office	NE
Western Nevada Community College	010363	2-Yr Acad	Public		NV
Western Oregon State College	003209	Comp Ins	Public	Campus	OR
Western Piedmont Community College	002982	2-Yr Acad	Public	Campus	NC
Western State College	001372	Comp Ins	Public		CO
Western States Chiropractic College	012309	Spec Med	Pri/Non-Rel		OR
Western Texas College	009549	2-Yr Acad	Public		TX
Western Washington University	003802	Comp Ins	Public		WA
Western Wyoming College	003933	2-Yr Acad	Public		WY
Westminsier College	002523	Gen Bac	Pri/Non-Rel		MO
Westminster College	003392	Gen Bac	Pri/Rel		PA
Westminster College	003681	Gen Bac	Pri/Non-Rel		UT
Westminster Theological Seminary	003393	Spec Rel	Pri/Non-Rel		PA
Westmont College	001341	Gen Bac	Pri/Non-Rel		CA
Westmoreland County Community College	010376	2-Yr Acad	Public		PA
Whatcom Community College	010364	2-Yr Acad	Public		WA
Wheaton College	001781	Comp Ins	Pri/Rel		IL
Wheaton College	002227	Gen Bac	Pri/Non-Rel		MA
Wheeling College	003831	Gen Bac	Pri/Rel		WV
Whitman College	003803	Gen Bac	Pri/Non-Rel		WA
Whitworth College	003804	Comp Ins	Pri/Rel		WA
Wichita State University	001950	Doct Ins	Public		KS
Widener University	003313	Comp Ins	Pri/Non-Rel	Office	PA
Wilkes University	003394	Comp Ins	Pri/Non-Rel		PA
Willaims Baptist College	001106	2-Yr Acad	Pri/Rel		AR
William Jewel College	002524	Gen Bac	Pri/Rel		MO

*Single institution unless otherwise noted.

Responding Institutions

INSTITUTION NAME	FICE	CLASS	AFFILIATION	SYSTEM*	STATE
William Marsh Rice University	003604	Doct Ins	Pri/Non-Rel		TX
William Mitchell College of Law	002391	Spec Law	Pri/Non-Rel		MN
William Paterson College	002625	Gen Bac	Public		NJ
William Penn College	001900	Gen Bac	Pri/Rel		IA
William Rainey Harper College	003961	2-Yr Acad	Public		IL
Williams College	002229	Comp Ins	Pri/Non-Rel		MA
Wilmington College	007948	Gen Bac	Pri/Non-Rel		DE
Wilmington College	003142	Gen Bac	Pri/Rel		OH
Wilson College	003396	Gen Bac	Pri/Non-Rel		PA
Wingate College	002985	Gen Bac	Pri/Rel		NC
Winona State University	002394	Comp Ins	Public	Campus	MN
Winthrop University	003456	Comp Ins	Public		SC
Wisconsin Board of Vocational, Technical & Adult Education	WSC537	Other	Public	Office	WI
Wisconsin Lutheran College	029157	Gen Bac	Pri/Rel		WI
Wittenberg University	003143	Gen Bac	Pri/Rel		OH
Wood Junior College	002448	2-Yr Acad	Pri/Rel		MS
Woodbury University	001343	Comp Ins	Pri/Non-Rel		CA
Woods Hole Oceanographic Institution	WDS025	Doct Ins	Pri/Non-Rel		MA
Wor-Wic Tech Community College	029053	2-Yr Acad	Public		MD
Worcester Polytechnic Institute	002233	Doct Ins	Pri/Non-Rel		MA
Wright State University	009168	Doct Ins	Public	Main	OH
Wytheville Community College	003761	2-Yr Acad	Public	Campus	VA
Xavier University of Louisiana	002032	Comp Ins	Pri/Non-Rel		LA
Yakima Valley Community College	003805	2-Yr Acad	Public		WA
Yale University	001426	Doct Ins	Pri/Non-Rel		CT
Yavapai College	001079	2-Yr Acad	Public	Main	AZ
Youngstown State University	003145	Comp Ins	Public		OH
Yuba Community College District	001344	2-Yr Acad	Public	Office	CA

*Single institution unless otherwise noted.

SPECIAL STUDY ORDER FORM
1992-93 Administrative Compensation Survey

Instructions: (NOTE: follow each of these steps to avoid delay in processing your order.)

1. Read through entire form.
2. Print clearly or type all information.
3. Use a separate form for each study ordered.
4. After determining appropriate fee and delivery categories, complete the payment information section at the end of this form. Payment or purchase order must accompany all orders. Non-members of CUPA must send payment with the order.
5. Forward all requests to: CUPA Special Studies, 1233 20th Street, NW, Washington, DC 20036. Phone (202) 429-0311, Ext. 10, FAX (202) 429-0149.
6. Please contact Lois Vincent at the CUPA national office if you have any questions, (202) 429-0311, Ext. 10.

Profile:

Name_____ Title_____

Institution_____

Phone ( )_____ FAX ( )_____

Mailing Address_____

City, State, Zip_____

Did your institution participate in the 1992-93 survey? ☐ Yes ☐ No
Is your institution a member of CUPA? ☐ Yes ☐ No
Have you ever ordered a Special Study before? ☐ Yes ☐ No

Basic Fees:

Please check the category your institution falls under:
___ $250 - CUPA members who participated in the 1992-93 survey;
___ $340 - CUPA members who did not participate in the 1992-93 survey and non-members who did participate;
___ $425 - CUPA non-member institutions who did not participate in the survey and other non-profit organizations;
___ $575 - All others.

Delivery:

Please check how you would like your special study returned:
___ Via FAX—10 working day turn around (Please note, we cannot fax display #3) ($5.00 charge)
___ Via Federal Express—10 working day turn around ($20.00 charge)
___ Via first class mail—please allow 3-4 weeks for delivery (no additional charge)

Types of Data Displays:

(Check only one. Use a separate form for each additional display ordered. A diskette file is available upon request. Call CUPA for more information.)

___1. Salary display with median and mean data. Will also include (please check) ___percentile data ___quartile data ___both. (NOTE: percentile data—20%, 40%, 60%, 80%, quartile data—25%, 50%, 75%)

___2. Salary display with median data and with years-of-service data. Will display data by (please check one) ___percentiles or ___quartiles.

___3. Listing of individual salaries by position (mean salary provided).

___4. Comparative data display which includes median salary data for minority/nonminority and male/female. This display also includes the number of minority/nonminority and male/female reported for each position.

___5. Other (such as Distribution of Salaries by position, reporting relationship, etc.) Please specify on a separate sheet of paper (additional costs may be incurred).

If you wish to receive data displays based on general institutional characteristics only, complete Section I. If you wish to specify a list of institutions only, complete Section II. Complete only one section per study ordered.

Section I

Please answer only those questions which pertain to your request—you are not required to respond to all of the questions.

1. SYSTEM STRUCTURE (Check as many as desired)
   - A. ☐ A single institution
   - B. ☐ An administrative office of a system
   - C. ☐ A main campus of a system
   - D. ☐ A campus within a system

2. CLASSIFICATION (Please check either NCES classification or specific code from Appendix C.)

   NCES (check as many as desired)
   - A. ☐ Doctoral Institution
   - B. ☐ Comprehensive Institution
   - C. ☐ General Baccalaureate Institution
   - D. ☐ Two-Year Institutions with Academic Rank
   - E. ☐ Other; specify code from Appendix C_____

3. AFFILIATION/SUPPORT (Check as many as desired)
   - A. ☐ Public
   - B. ☐ Private/Religious
   - C. ☐ Private/Non-Religious

4. EDUCATION AND GENERAL BUDGET (Specify number OR range)
   - A. Less than $_____
   - B. More than $_____
   - C. Between $_____ and $_____

5. FTE ENROLLMENT (specify number OR range)
   - A. Less than _____
   - B. More than _____
   - C. Between _____ and _____

6. GEOGRAPHIC AREA

   List States below (Please do not abbreviate)

_____

_____

_____

Section II

Please use a separate sheet of paper.

In order for a study requesting specific institutions to be completed, all of the institutions must have participated in the 1992-93 Administrative Compensation Survey. Please see Appendix A, "Responding Institutions," of the survey report to ensure that the desired institutions participated. To maintain confidentiality of the data, if three or fewer salaries are reported for a particular position, we will not include salary information. Please choose 8 or more institutions other than your own and list on a separate sheet of paper the institutional name, campus (if applicable), state, and the FICE Code. **Your institution's data will be included only if specifically requested.**

Payment Information

Please check all that apply:

- ☐ I am a CUPA member ☐ I am not a CUPA member
- ☐ My check is enclosed for $_____
- ☐ Please bill me. $_____. **Must include PO#**_____

Mail this entire form and a check or purchase order to: **CUPA, 1233 20th St., N.W., Washington, D.C. 20036, FAX (202) 429-0149. Please use a separate form for each study ordered.**

NCES CODES

The database of the 1992-93 Administrative Compensation Survey contains institutional classification codes originally established by the National Center for Education Statistics (NCES). CUPA uses the codes as one method of classifying institutions in the survey. The codes more specifically correlate with the type of institution or program offered and are especially useful when ordering customized studies based on certain institutional characteristics.

A01 - DOCTORAL-LEVEL INSTITUTIONS WITHOUT MEDICAL SCHOOL
A02 - DOCTORAL-LEVEL INSTITUTIONS WITH MEDICAL SCHOOL
B01 - COMPREHENSIVE INSTITUTIONS WITHOUT MEDICAL SCHOOL
B02 - COMPREHENSIVE INSTITUTIONS WTH MEDICAL SCHOOL
C01 - GENERAL BACCALAUREATE INSTITUTIONS
D01 - SPECIALIZED/SCHOOL OF PHILOSOPHY, RELIGION AND THEOLOGY
D02 - SPECIALIZED/MEDICAL SCHOOLS
D03 - SPECIALIZED/OTHER HEALTH INSTITUTIONS
D04 - SPECIALIZED/ENGINEERING SCHOOLS
D05 - SPECIALIZED/BUSINESS SCHOOLS
D06 - SPECIALIZED/VISUAL AND PERFORMING ARTS SCHOOLS
D07 - SPECIALIZED/LAW SCHOOLS
D08 - SPECIALIZED/EDUCATION SCHOOLS
D09 - U.S. SERVICE SCHOOLS
D10 - OTHER SPECIALIZED SCHOOLS
D12 - SPECIALIZED/NON-DEGREE GRANTING INSTITUTIONS
E01 - MULTIPROGRAM TWO-YEAR INSTITUTIONS
E04 - SINGLE PROGRAM TWO-YEAR INSTITUTIONS

UNS - UNIVERSITY SYSTEM
CCS - COMMUNITY COLLEGE SYSTEM
BOR - BOARD OF REGENTS
OTH - OTHER

SALARY COMPARISON WORKSHEET

This worksheet is designed to facilitate comparison of institutional and survey salaries for positions in the survey groups. Positions to be compared should be listed in the appropriate position categories along with the corresponding 1992-93 salaries paid by your institution. CUPA salaries should be listed from the comparison table which most nearly matches the size and type of your institution. (GENERAL TABLES SHOULD NOT BE USED.) The Comparison Percentage is then calculated by dividing Institutional Salary by the CUPA Survey Salary. Institutions desiring comparison with a specific group of colleges or universities may request this comparison as a Special Study by contacting CUPA at 1233 20th St., N.W., Washington, D.C. 20036 (202) 429-0311, Ext. 10.

I. Executive

Pos. No.	Title	92-93 Inst. Salary	Comparable CUPA Salary	Comparison % (I. Sal./CUPA Sal.)
	Group Total			

II. Academic

Pos. No.	Title	92-93 Inst. Salary	Comparable CUPA Salary	Comparison % (I. Sal./CUPA Sal.)
	Group Total			

III. Administrative

Pos. No.	Title	92-93 Inst. Salary	Comparable CUPA Salary	Comparison % (I. Sal./CUPA Sal.)
	Group Total			

IV. External Affairs

Pos. No.	Title	92-93 Inst. Salary	Comparable CUPA Salary	Comparison % (I. Sal./CUPA Sal.)
	Group Total			

V. Student Services

Pos. No.	Title	92-93 Inst. Salary	Comparable CUPA Salary	Comparison % (I. Sal./CUPA Sal.)
	Group Total			
	Overall Total			

Important Information Enclosed
Please complete and return by October 1, 1992.

CUPA

1992-93 Administrative Compensation Survey

CONDUCTED BY

College and University Personnel Association

1233 Twentieth Street, NW
Suite 503
Washington, DC 20036
(202) 429-0311

SURVEY QUESTIONNAIRE PACKET

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1992-93 CUPA ADMINISTRATIVE COMPENSATION SURVEY
INSTRUCTIONS

PLEASE RETURN ONLY THE COMPLETED QUESTIONNAIRE BY **OCTOBER 1, 1992** IN THE ENCLOSED SELF-ADDRESSED ENVELOPE. **DUE TO THE NATURE OF THE DATA DO NOT FAX YOUR RESPONSE.** IF YOU HAVE ANY QUESTIONS, PLEASE CALL CUPA AT (202) 429-0311, EXT. 4. DO NOT CALL THE BROOKINGS INSTITUTION.

I. GENERAL

1. Make sure this questionnaire packet includes instructions, a listing of survey position descriptions, and a questionnaire form.
2. To make your task easier, read all instructions first, then detach questionnaire and fill it out using the instructions as a guide.
3. Please read position descriptions before completing the questionnaire. Do not rely on titles only.
4. An identification label is attached to the top of page one of the questionnaire ONLY if your institution participated in either the 1989-90, 1990-91 or 1991-92 surveys.
5. PRINT or TYPE all information.
6. Do not use abbreviations.
7. If the position is vacant, please enter "V" and the minimum salary (if known) at which you are currently advertising/recruiting.
8. **Return only the questionnaire form.** Do not attach extra pages. Please be sure to keep a copy of the completed questionnaire for your files.

II. INSTRUCTIONS ON INSTITUTIONAL IDENTIFICATION QUESTIONS

(Please make sure that you correctly answer all institutional identification questions. This section is vital for accurate input.)

Note: If your institution participated in the 1989-90, 1990-91 or 1991-92 survey, there will be an identification label attached to the top of page one of the questionnaire. Please fill in sections 1, 3, 4, and 5 only if changes are to be made to the label information.

1. **FICE Identification Code** (Federal Interagency Commission on Education) - Please fill in your institution's FICE Code. Please check to make sure that the Code you provide is correct. This identification code, unique to each institution, is an unstructured number used for statistical identification purposes. Refer to the *HEP Higher Education Directory* if you are not sure of the correct FICE Code. If you do not have access to this directory or do not know the correct FICE Code, please leave blank.
2. **Name of Respondent** - Please provide the name, title, and telephone number of the person completing the questionnaire.
3. **Address** - Fill in your institution's full name and address including city, state and zip code.
4. **Affiliation/Source of Support** - Indicate whether your institution is public, private/religious, or private/non-religious affiliated.
5. **Reporting For** - Indicate whether the data you report is for personnel primarily associated with a single institution, an administrative office of a system (all campuses), a main campus heading a system, or a campus within a system. (Important note: If you check "administrative office of a system," please provide systemwide figures for the four parts to Question 6. If you check "single institution," "main campus heading a system" or "campus within a system," provide individual campus figures in Question 6.
6. **Size Measures** - Provide four answers, one for each space, indicating your institution's total full-time equivalent student enrollment, faculty, administrative staff (i.e., Executive, Administrative, Managerial, and Professional as defined by EEO categories 1 and 3), and total operating budget. Total operating budget includes the total institutional budget including research funds but excluding capital funds.

III. SURVEY POSITION INSTRUCTIONS

GENERAL. The positions chosen for the Survey are typical for college and university operations. If you are unsure about the identification of any position, please refer to the "Summary of Position Descriptions" that follow. If the position is currently vacant, enter "V" and the minimum salary (if known) at which you are currently advertising/recruiting. If you do not have a comparable position, leave blank. If a person holds more than one position title, do not report his/her salary twice, but report the salary under the position that best fits the description.

Report salaries effective as of **September 15, 1992.** Report only current information despite the possibility of future or pending salary changes. Include only salaries of employees on the institution's payroll. Do not indicate data for a position that is less than 50% time. Report all salaries based on 100% effort (Annualized Salary). For institutions which have several incumbents holding the same titled position, please **average** those salaries and do not report data on internal/external promotion, sex and minority status. Do not put salary figures in for each incumbent holding the position.

Do not add any positions on the questionnaire nor attach extra pages. If you have any comments or suggestions on the positions or would like certain positions added, please complete the suggestion form enclosed with this questionnaire and return the form only to the CUPA Administrative Compensation Survey Committee in care of the CUPA National Office, 1233 Twentieth Street, NW, Suite 503, Washington, DC 20036.

ANNUALIZED SALARY. Indicate the full-time annualized salary for each position. Report all salaries full-time (100%) effort. For example: your registrar works part-time, 50% for 12 months a year for a salary of $10,000. For the purposes of the Survey enter $20,000 as the annualized salary.

REPORTING RELATIONSHIP. Please show by each code number from the Survey (each position has a separate code number) the senior position to which each position reports. For example, the Director of Affirmative Action/Equal Employment is position number 307.00. If that person reports to the Chief Personnel/Human Resources Officer, position number 306.00, you would write 306.00 in the reporting relationship column next to Director of Affirmative Action/Equal Employment. Please leave the reporting relationship column blank if the person in a position does not report to a higher position (e.g., Chief Executive Officer of a System does not report to a higher position).

YEARS OF SERVICE IN PRESENT POSITION. Indicate the number of years that the incumbent has served in this position. Round to the next highest year, using six months as your guide. For example, 1-6 months = 0 years; 7 to 12 months = 1 year; and 5 years, 2 months = 5 years.

HIRE. The Survey asks whether the person presently occupying each position was promoted or transferred from inside or hired from outside your institution. Circle the "I" if the individual moved to the job from another job within your institution, or circle "O" if recruited from the outside.

SEX. Indicate by circling "M" (male) or "F" (female) the sex of the person currently serving in each position.

MINORITY. Indicate by circling "Y" (Yes) or "N" (No) whether the person serving in each position is a minority member. A minority for Survey purposes is defined as Black/Afro-American/Negro; Native American/American Indian; Asian American/Oriental; Hispanic American.

PLEASE RETURN THE COMPLETED QUESTIONNAIRE
BY OCTOBER 1, 1992.
FOR YOUR CONVENIENCE, A SELF-ADDRESSED ENVELOPE IS ENCLOSED
TO BE RETURNED TO:

CUPA SURVEYS
BI-SSCC
1775 MASSACHUSETTS AVENUE, NW
WASHINGTON, DC 20036

NOTE: YOUR TIMELY RESPONSE IS GREATLY APPRECIATED.
THE OCTOBER 1 RETURN DATE WILL NOT BE EXTENDED.

1992-93 ADMINISTRATIVE COMPENSATION SURVEY
SUMMARY POSITION DESCRIPTIONS

Please review these summary position descriptions before entering compensation figures to ensure reasonable comparability of survey data. When the differences between the summary description and the duties actually performed in the responding institution are substantial, or simply do not apply, no data should be reported. Please note: For purposes of this survey, "Associate" is used to denote second in command. "Assistant" is used to denote positions with program responsibility. Combined responsibility positions such as Director of Personnel and Affirmative Action or Director of Admissions and Financial Aid are listed here the same as individual positions. If you have comments or suggestions on the positions, please complete the suggestion form enclosed with this questionnaire and return it to the Administrative Compensation Survey Committee in care of the CUPA National Office.

EXECUTIVE

101.00 CHIEF EXECUTIVE OFFICER OF A SYSTEM/DISTRICT/MULTICAMPUS OPERATION (PRESIDENT/CHANCELLOR): The principal administrative official responsible for the direction of all operations of a system, district, or multicampus structure.

101.10 ASSISTANT TO THE PRESIDENT OF A SYSTEM/DISTRICT/MULTICAMPUS OPERATION: The senior professional staff assistant to the President/Chancellor.

102.00 CHIEF EXECUTIVE OFFICER OF A SINGLE INSTITUTION (PRESIDENT/CHANCELLOR): The principal administrative official responsible for the direction of all operations of a campus or an institution of higher education (Chief Campus Officer in a system).

102.10 ASSISTANT TO THE PRESIDENT/SINGLE INSTITUTION: The senior professional staff assistant to the President/Chancellor.

103.00 EXECUTIVE VICE PRESIDENT: The principal administrative official, in lieu of the Chief Executive Officer, responsible for the direction of all operations of an institution of higher education. Reports to the Chief Executive Officer.

ACADEMIC

201.00 CHIEF ACADEMIC OFFICER (MAY ALSO BE TITLED PROVOST): The senior administrative official responsible for the direction of the academic program of the institution. Functions typically include teaching, research, extension, admissions, registrar, and library activities. Reports to the Chief Executive Officer.

202.00 CHIEF HEALTH PROFESSIONS OFFICER: The senior administrative official with the responsibility for administration of academic health programs, hospitals, clinics, and affiliated health-care programs.

203.00 DIRECTOR, LIBRARY SERVICES: Directs all activities of the institution's libraries. Functions directed typically include personnel, public services, collection development, acquisitions, technical services, and special collections.

203.10 CIRCULATION LIBRARIAN: Senior person responsible for control of lending and shelving operations.

203.20 ACQUISITIONS LIBRARIAN: Senior person responsible for collection development including order and receipt of books, periodicals, etc.

203.30 TECHNICAL SERVICES LIBRARIAN: Senior person responsible for planning and management of library services involving acquisitions, processing, bibliographic control, cataloging, preservation, etc.

203.40 PUBLIC SERVICES LIBRARIAN: Senior person responsible for planning and management of library services involving interaction with patrons (reference, interlibrary loan, circulation, bibliographic instruction).

203.50 REFERENCE LIBRARIAN: Senior person responsible for facilitating access to information by students, faculty, and staff and for developing a collection of reference resources in all formats (including electronic).

204.00 DIRECTOR, INSTITUTIONAL RESEARCH: The administrative staff official responsible for the conduct of research and studies on the institution itself. Functions performed or supervised typically include data collection, analysis, reporting, and related staff work in support of decision making.

204.10 ASSOCIATE DIRECTOR, INSTITUTIONAL RESEARCH: The second senior administrative official responsible for the conduct of research and studies on the institution itself.

205.00 DIRECTOR, EDUCATIONAL MEDIA SERVICES: Directs the support area of audio-visual services, which includes purchasing hardware, generating software, and encouraging the use of multimedia learning devices.

206.00 DIRECTOR, LEARNING RESOURCES CENTER: The administrative official with principal responsibility over audio-visual services (educational media) and may include the library as well.

207.00 DIRECTOR, INTERNATIONAL STUDIES EDUCATION: Coordinates academic studies conducted outside the United States; advises students and faculty on international study and travel; and promotes campus activities of an international nature.

208.00 DIRECTOR, COMPUTER CENTER OPERATIONS/ACADEMIC: Directs the institution's academic/research computing activities.

208.10 ASSOCIATE DIRECTOR, COMPUTER CENTER OPERATIONS/ACADEMIC: The second senior administrative official responsible for the institution's academic computing activities.

209.00 ADMINISTRATOR, GRANTS AND CONTRACTS: Coordinates the administration of research and other programs externally funded by grants and contracts; administers the preparation of proposals and orchestrates the liaison with the funding sources.

210.00-242.00 DEAN or Equivalent Administrative Title (e.g., directors of academic divisions in community colleges): Serves as the principal administrator of the instructional division indicated (i.e., Architecture, Agriculture, Nursing, etc.).

ADMINISTRATIVE

301.00 CHIEF BUSINESS OFFICER: The senior administrative official responsible for the combined functions of administrative and financial affairs. Functions typically include purchasing, physical plant management, property management, auxiliary enterprises, personnel services, investments, accounting, and related matters.

301.01 CHIEF ADMINISTRATION OFFICER: The senior administrative official responsible for administrative affairs. Functions supervised typically include purchasing, physical plant management, property management, personnel services, administrative computing, auxiliary enterprises, and related matters.

301.02 CHIEF FINANCIAL OFFICER: The senior administrative official responsible for the direction of financial affairs. Functions supervised typically include investments, accounting, budgets, and related matters.

301.10 DIRECTOR, ENVIRONMENTAL HEALTH AND SAFETY: Senior administrative official responsible for the campus environment and/or occupational health and safety program.

301.20 DIRECTOR, TELECOMMUNICATIONS: The administrative official responsible for the institution's telecommunication system, including planning and coordination of voice and data system modifications, equipment installation and operating procedures.

302.00 CHIEF PLANNING OFFICER: The senior administrative official responsible for the direction of long-range planning, and the allocation of resources. Functions typically include budget planning, institutional research and facilities planning, and may also include responsibility for current planning and budgeting, as well as state and federal regulations. Reports to the Executive Officer.

303.00 CHIEF BUDGETING OFFICER: The senior administrative officer responsible for the current budgetary operations. May also include responsibility for long-range planning unless there is a separate planning officer.

303.10 ASSOCIATE BUDGET DIRECTOR: The second senior administrative official responsible for the current budgetary operations.

304.00 CHIEF PLANNING & BUDGET OFFICER: This position combines the major duties and responsibilities as defined in 302.00 and 303.00.

305.00 GENERAL COUNSEL: The senior administrative official responsible for managing the legal affairs of the institution. Functions typically include legal advices to the corporate board and President/Chancellor, management of matters in litigation, and supervision of both inside and outside counsel. Often serves as liaison to regulatory and legislative bodies, courts and Attorneys General. (Do not report unless on institution's payroll.)

305.10 STAFF ATTORNEY(S): The administrative official(s) responsible for providing day-to-day advice and guidance to all elements of the institution, under supervision of the General Counsel.

306.00 CHIEF PERSONNEL/HUMAN RESOURCES OFFICER: The senior administrative official responsible for administering institutional personnel policies and practices for staff and/or faculty. Functions typically include personnel records, benefits, staff employment, wage and salary administration, and, where applicable, labor relations.

306.10 ASSOCIATE DIRECTOR, PERSONNEL/HUMAN RESOURCES: The second senior administrator responsible for administering institutional personnel policies and practices for staff and/or faculty.

306.20 MANAGER, BENEFITS: Responsible for implementing the benefits package for staff and/or faculty, such as medical, dental, long-term disability, retirement, and accidental death.

306.30 MANAGER, TRAINING AND DEVELOPMENT: Directs and coordinates the various training reviews for employees of the institution, which may include in-house training for management and faculty as well as staff.

306.40 MANAGER, EMPLOYEE RELATIONS: Advises and assists staff and/or faculty regarding general personnel policies and procedures such as the grievance procedure, employee relations, affirmative action, and equal opportunity in a *nonunion* setting.

306.50 MANAGER, LABOR RELATIONS: Advises management, faculty and staff on administration of labor union contracts. Negotiates and interprets union contracts, resolves grievances and recommends policies.

306.60 MANAGER, EMPLOYMENT: Responsible for the employment section of a personnel office, including recruiting, interviewing, and placement.

306.70 MANAGER, WAGE AND SALARY/MANAGER, COMPENSATION: Responsible for maintaining classification and pay schedules for the institution. Conducts job audit, salary surveys, and monitors the pay plan.

306.80 MANAGER, PERSONNEL INFORMATION SYSTEMS: Responsible for the payroll/personnel data base, which includes preparing specifications for data base improvements/enhancements, establishing and monitoring production schedules, and coordinating report generation, modifications, and development.

307.00 DIRECTOR, AFFIRMATIVE ACTION/EQUAL EMPLOYMENT: The senior administrative official responsible for the universitywide program designed to ensure equality of opportunity on an individual basis without giving preference in opportunity to any group.

307.10 ASSOCIATE DIRECTOR, AFFIRMATIVE ACTION/EQUAL EMPLOYMENT: The second senior administrative official responsible for the institution-wide program to ensure equality of employment opportunity.

308.00 DIRECTOR OF PERSONNEL AND AFFIRMATIVE ACTION: This position combines the major duties and responsibilities as defined in 306.00 and 307.00.

309.00 CHIEF INFORMATION SYSTEMS OFFICER: Directs the institution's major academic and administrative computing activities and voice and data communications.

309.10 ASSOCIATE DIRECTOR, COMPUTER CENTER: The second senior administrative official responsible for directing the institution's major computing activities.

309.20 DATA BASE ADMINISTRATOR: Senior person responsible for developing and implementing standards, procedures and controls which ensure the security, reliability and availability of data bases.

309.30 SYSTEMS ANALYST I - (Highest Level): Responsible for designing and structuring the appropriate flow of complex computer systems requiring considerable independent judgement. Position involves no programming responsibility.

309.40 SYSTEMS ANALYST II - (Lowest Level): Responsible for designing and structuring routine programs for computer systems. Position may involve minor programming.

309.50 PROGRAMMER ANALYST I - (Highest Level): Responsible for defining and developing complex computer programs requiring considerable independent judgement.

309.60 PROGRAMMER ANALYST II - (Lowest Level): Responsible for defining and developing routine computer programs in assigned user areas.

310.00 DIRECTOR, COMPUTER CENTER OPERATIONS/ADMINISTRATIVE: Directs the institution's administrative computing activities.

310.10 ASSOCIATE DIRECTOR, COMPUTER CENTER OPERATIONS/ADMINISTRATIVE: The second senior administrative official responsible for the institution's administrative computing activities.

312.00 CHIEF PHYSICAL PLANT/FACILITIES MANAGEMENT OFFICER: The senior administrative official responsible for the construction, rehabilitation, and maintenance of physical plant facilities. Functions typically include supervision of new construction and remodeling, grounds and building maintenance, power plant operation, and parking.

312.10 ASSOCIATE DIRECTOR, PHYSICAL PLANT/FACILITIES MANAGEMENT: The second senior administrative official responsible for maintenance and operation of all facilities.

312.20 MANAGER, LANDSCAPE AND GROUNDS: Responsible for administration of the institution's landscape and grounds programs. Reevaluates and redesigns existing landscaping.

312.30 MANAGER, BUILDING MAINTENANCE TRADES: Manages the operation of the building craft areas which usually include carpentry, locksmith, painting, sheet metal, welding, masonry, and roof and road functions.

312.40 MANAGER, TECHNICAL TRADES: Manages the operation of the technical trade areas which usually include plumbing, heating, electrical, refrigeration and air conditioning, preventative maintenance, and water plant.

312.50 MANAGER, CUSTODIAL SERVICES: Responsible for the management of institutional custodial services.

312.60 MANAGER, POWER PLANT: Directs the operation and maintenance of the high pressure steam and electrical generating plants and central refrigeration plants and all utility distribution systems.

313.00 COMPTROLLER: Directs accounting, payroll, cashiering, and related functions. May also have responsibility for office services, such as mail and telephone.

313.10 MANAGER, PAYROLL: Supervises the operation of the institution's payroll system.

314.00 DIRECTOR ACCOUNTING: Responsible for the daily operation of the institution's budgetary accounting system.

314.10 STAFF ACCOUNTANT - (Highest Level): Responsible for maintaining, auditing, inspecting, and reporting *complex* financial records of the institution.

314.20 STAFF ACCOUNTANT - (Lowest Level): Responsible for maintaining, auditing, inspecting, and reporting *routine* financial records of the institution.

315.00 BURSAR: Custodian of institutional funds.

315.10 ASSOCIATE BURSAR: The second senior administrative official serving as custodian of institutional funds.

316.00 DIRECTOR, PURCHASING/MATERIALS MANAGEMENT: Conducts central purchasing operations for the institution. Functions typically include preparation of specifications, contracting, bidding, receiving and stores, approval of invoices and related matters.

316.10 ASSOCIATE DIRECTOR, PURCHASING/MATERIALS MANAGEMENT: The second senior administrative official responsible for central purchasing operations for the institution.

317.00 DIRECTOR, BOOKSTORE: Directs the operation of the campus bookstore, usually under the direction of the Chief Business Officer. Functions typically include purchase and sale of new and used books, supplies, and equipment, advertising, employment and supervision of sales staff, maintenance of sales and inventory records, and related matters.

317.10 ASSOCIATE DIRECTOR, BOOKSTORE: The second senior administrative official responsible for bookstore operations.

318.00 DIRECTOR, INTERNAL AUDIT: Directs the advisory function on internal auditing and systems accounts, which serves as an independent appraisal review regarding the physical and administrative operations of the financial areas of the institution.

319.00 DIRECTOR, AUXILIARY SERVICES: Responsible for the management and operation of college support and auxiliary services, typically food service, bookstore, housing, vending, student unions, and printing, but may include a variety of services and operations.

319.10 MANAGER, MAIL SERVICES: Responsible for operation of campus mail services including pick-up and delivery of materials, metering of bulk mail and acquisition of postal permits as needed.

320.00 DIRECTOR, CAMPUS SECURITY: Manages campus police and patrol units; directs campus vehicle traffic and parking: organizes security programs and training as needed.

321.00 DIRECTOR, RISK MANAGEMENT AND INSURANCE: Responsible for the protection of the institution from fortuitous loss. Advises senior management on all potential sources of loss and for decisions on how to best reduce or eliminate loss. Has responsibility for representing the institution to the insurance market.

322.00 ADMINISTRATOR, HOSPITAL MEDICAL CENTER: If your institution has its own hospital or medical center, this administrator is the immediate head of that facility. (If 322.00 is the same official as 202.00, please ignore 322.00).

322.10 DIRECTOR, MEDICAL CENTER PUBLIC RELATIONS/AFFAIRS: Plans and executes the medical center's program of relating to the institution's external public. Promotes the institution's relationship with the media.

322.20 DIRECTOR, MEDICAL CENTER PERSONNEL: Senior administrative official responsible for the Personnel program and staff in a medical center faculty.

EXTERNAL AFFAIRS

401.00 CHIEF DEVELOPMENT OFFICER: The senior administrative official responsible for institutional development programs. Incumbent typically leads the institutional fund-raising and, in the absence of an organizational co-equal specifically assigned to the function, public relations, alumni relations, and information office activities.

401.10 DIRECTOR, ANNUAL GIVING: Plans and executes the institution's campaign for annual gift support from all constituents, including alumni.

401.20 DIRECTOR, CORPORATE/FOUNDATION RELATIONS: Plans and carries out the institution's program of soliciting gifts and grants from corporations and foundations.

401.30 COORDINATOR, RESOURCE DEVELOPMENT: Organizes and oversees the institution's records relating to current and prospective donors, conducts research to discover prospects for gifts, and documents the association of these prospects with the college or university.

401.40 DIRECTOR, ESTATE PLANNING: Plans, organizes, and conducts a comprehensive estate planning and deferred giving program pursuant to the developmental goals of the college or university.

402.00 CHIEF PUBLIC RELATIONS OFFICER: The senior administrative official responsible for public relations programs. Functions typically include public relations, news media relations, legislative relations, alumni relations, and information office services.

402.10 DIRECTOR, GOVERNMENTAL/LEGISLATIVE RELATIONS: Senior administrative official responsible for developing and maintaining effective relations with the state legislature and coordinating college/university lobbying efforts.

403.00 CHIEF DEVELOPMENT AND PUBLIC RELATIONS OFFICER: This position combines the major duties and responsibilities as defined in 401.00 and 402.00.

404.00 DIRECTOR, ALUMNI AFFAIRS: Coordinates contacts and services to alumni; develops and maintains alumni mailing lists and mailings; organizes receptions and other special alumni activities.

405.00 DIRECTOR, DEVELOPMENT AND ALUMNI AFFAIRS: This position combines the major duties and responsibilities as defined in 403.00 and 404.00.

406.00 DIRECTOR, SPECIAL AND DEFERRED GIFTS: Directs specific institutional fund-raising in the areas of special and deferred gifts.

407.00 DIRECTOR, CHURCH RELATIONS: A senior administrative official responsible for relationships between the institution and the ministers and laypersons of the support church(es). (This does not include "chaplain.")

408.00 DIRECTOR, COMMUNITY SERVICES: Directs or coordinates the conduct of special (usually non-credit) educational, cultural, and recreational services to the community.

409.00 DIRECTOR, PUBLICATIONS: Directs the planning, budgeting, writing, design, production, and distribution of institutional publications.

409.10 ASSOCIATE DIRECTOR, PUBLICATIONS: The second senior administrative official responsible for institutional publications.

409.20 MANAGER, PRINTING SERVICES: Responsible for operation of campus printing services including offset printing and bulk xerographic reproduction.

410.00 DIRECTOR, INFORMATION OFFICE: Directs the provision of information about the institution to students, faculty, and the public. Functions typically include news media relations, preparation or review of news releases and photographs, and preparation and distribution of newsletters, magazines, and other publications.

411.00 DIRECTOR, NEWS BUREAU: Prepares and writes news and publicity releases and writes feature stories about institutional events and programs.

STUDENT SERVICES

501.00 CHIEF STUDENT AFFAIRS OFFICER: The senior administrative official responsible for the direction of student services and student life programs. Functions typically include student counseling and testing, career development and placement, student union, campus/student activities, minority student support programs, residence life, and related functions.

501.50 DEAN OF STUDENTS: Reports to the Chief Student Affairs Officer and is responsible for such functions as student activities, housing, discipline, orientation, etc.

502.00 CHIEF ADMISSIONS OFFICER: The administrative official with primary responsibility for the admission of undergraduates. May also be responsible for the admission of graduate and professional students, or for scholarship administration or similar functions.

502.10 ASSOCIATE DIRECTOR, ADMISSIONS: The second senior administrative official responsible for student admissions.

502.20 ADMISSIONS COUNSELOR: Subordinate to the Associate Director with responsibilities for one substantively related area (e.g., recruiting, records).

502.30 ACADEMIC ADVISOR: Advises undergraduate students in the construction of schedules and core curriculum, major, and elective requirements. Assists in registration and drop/add, approves AP credit, and approves transfer credit to satisfy curriculum requirements.

503.00 DIRECTOR, ADMISSIONS & REGISTRAR: This position combines the major duties and responsibilities as defined in 502.00 and 504.00.

504.00 REGISTRAR: The administrative official with principal responsibility for student registrations and records. Functions typically include registration, classroom scheduling, maintenance of student records, graduation clearance, and related matters.

504.10 ASSOCIATE REGISTRAR: The second senior administrative official with principal responsibility for the performance of the Registrar's duties.

504.20 ASSISTANT REGISTRAR: Subordinate to the Associate Registrar with responsibilities for one substantively related area (e.g., military/VA registration, international registration).

505.00 DIRECTOR, ADMISSIONS AND FINANCIAL AID: This position combines the major duties and responsibilities as defined in 502.00 and 506.00.

506.00 DIRECTOR, STUDENT FINANCIAL AID: Directs the administration of all forms of student aid. Functions typically include assistance in the application for loans or scholarships; administration of private, state, or federal loan programs; awarding of scholarships and fellowships; and maintenance of appropriate records.

506.10 ASSOCIATE DIRECTOR, STUDENT FINANCIAL AID: The second senior administrative official responsible for the student financial aid activity.

507.00 DIRECTOR, FOOD SERVICES: Administers all institutional food services whether directly managed and operated or catered.

507.10 ASSOCIATE DIRECTOR, FOOD SERVICES: The second senior administrative official responsible for administering all institutional food services.

508.00 DIRECTOR, RESIDENCE HALLS: Directs all residence hall operations for students. May also administer off-campus housing programs.

508.10 ASSOCIATE DIRECTOR, STUDENT HOUSING: The second senior official responsible for all residence hall operations for students.

508.20 HOUSING OFFICER/ADMINISTRATIVE OPERATIONS: Responsible for all administrative and fiscal functions in student housing.

508.30 HOUSING OFFICER/RESIDENCE LIFE: Responsible for the supervision and direction of residence life, staff, and student housing.

509.00 DIRECTOR OF UNION AND STUDENT ACTIVITIES: Directs the operation of a student union building and related student activities. Functions typically include supervision of food service facilities, guest rooms, information desk, recreational facilities, and arrangements for special functions or activities and coordination of all student activities and supervision of student organizations.

510.00 DIRECTOR, FOREIGN STUDENTS: Recruits and advises foreign students and coordinates academic studies for foreign students on campus.

511.00 DIRECTOR, STUDENT UNION: Directs the operation of a student union building and related student activities. Functions typically include supervision of food service facilities, activities programming, guest rooms, information desk, recreational facilities, and arrangements for special functions or activities.

511.10 ASSOCIATE DIRECTOR, STUDENT UNION: The second senior official responsible for the operation of the student union building and related student activities.

512.00 DIRECTOR, STUDENT ACTIVITIES: Responsible for coordinating all campus student activities including special events, student organizations, publications, and student government activities.

513.00 DIRECTOR, CAREER DEVELOPMENT AND PLACEMENT: Directs the operation of a student placement office to provide job placement and counseling services to undergraduates, graduates, and alumni. May also be responsible for placement of students in part-time jobs or outside the institution.

514.00 DIRECTOR, STUDENT COUNSELING: Directs the provision of counseling and testing services for students.

514.10 ASSOCIATE DIRECTOR, STUDENT COUNSELING: The second senior administrative official responsible for student counseling services.

515.00 DIRECTOR, STUDENT HEALTH SERVICES (PHYSICIAN ADMINISTRATOR): A physician who directs the clinics, medical staff, and other programs that provide institutionally based health services for the student body.

516.00 DIRECTOR, STUDENT HEALTH SERVICES (NURSE ADMINISTRATOR): A nurse who directs the clinics, medical staff, and other programs that provide institutionally based health services for the student body.

517.00 DIRECTOR, CAMPUS MINISTRIES: Plans, coordinates, and directs the pastoral ministry and religious activities of the campus, advises on policies and issues affecting the well-being of the campus community.

518.00 DIRECTOR, ATHLETICS: Directs intramural and intercollegiate athletic programs for men and women. Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

519.00 DIRECTOR, SPORTS INFORMATION: Institutional representative to the media for all athletic activities.

520.00 DIRECTOR, MEN'S ATHLETIC PROGRAMS: Directs intramural and intercollegiate athletic programs for men only. Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

521.00 DIRECTOR, WOMEN'S ATHLETIC PROGRAMS: Directs intramural and intercollegiate athletic programs for women only. Functions typically include scheduling and contracting for athletic events, employment and direction of athletic coaches, publicity, ticket sales, and equipment and facilities maintenance.

522.00 DIRECTOR, CAMPUS RECREATION/INTRAMURALS: Directs all non-varsity and club sports and has responsibility for some facilities including recreational areas.

523.00 CHIEF, ENROLLMENT MANAGEMENT: Administrative official responsible for the development of marketing plans for the recruitment and retention of students. Also coordinates institutional efforts in admissions, financial aid, records and registration, and advising.

524.00 DIRECTOR, MINORITY AFFAIRS: Responsible for the direction of counseling programs, cultural affairs, remedial and support programs, and invites minority speakers to campus. May also be responsible for minority housing and intercultural centers.

525.00 DIRECTOR, CONFERENCES: Responsible for the development, promotion, and implementation of institutional (on and off campus) noncredit conferences and seminars.

THIS MARKS THE END OF THE SURVEY INSTRUCTIONS.

PLEASE DETACH, COMPLETE, AND SEND THE FOLLOWING SURVEY QUESTIONNAIRE IN THE ENCLOSED SELF-ADDRESSED ENVELOPE.

SURVEY DUE OCTOBER 1, 1992

PLEASE REFER TO PRECEDING INSTRUCTIONS

Print or Type. Do not abbreviate. Detach and **mail by October 1, 1992** in the enclosed self-addressed envelope. If you have any questions, call CUPA at (202) 429-0311, Ext. 4.

INSTITUTIONAL IDENTIFICATION

Only complete Sections 1, 3, 4, and 5 if label is not attached above or corrections are to be made to the label.

1. **FICE CODE** _____

2. **NAME OF RESPONDENT**

   Respondent _____ Title _____

   Telephone _____

3. **ADDRESS**

   Name of Institution _____

   Address of Institution _____

   City _____ State _____ Zip _____

4. **AFFILIATION/SOURCE OF SUPPORT** (check one)

   a. _____ Public

   b. _____ Private (religious)

   c. _____ Private (non-religious)

5. **ARE YOU REPORTING FOR:** (check one)

   a. _____ A single institution

   b. _____ An administrative office of a system (all campuses)

   c. _____ A main campus heading a system

   d. _____ A campus within a system

6. **SIZE MEASURES**

   Please note for the following four questions: If you checked "administrative office of a system" in Number 5 above, then please answer the questions below with systemwide figures. If you checked either "a single institution," "a main campus heading a system" or "a campus within a system," supply individual campus figures.

   a. _____ Total full-time equivalent ENROLLMENT

   b. _____ Total full-time equivalent FACULTY

   c. _____ Total full-time equivalent ADMINISTRATIVE STAFF (i.e., Executive, Administrative, Managerial, and Professional as defined by the EEO-6 Report.)

   d. _____ Total 1992-93 BUDGET - Please indicate total dollar figure in millions (i.e., $1.2 million or $1,200,000.) (Budget includes the total institutional budget including research funds but excluding capital funds.

7. What is the average percentage pay increase for your administrative staff for salary year 1992-93? (i.e., exempt positions, as defined in question 6c). _____

	YES	NO
8. Is your institution a member of CUPA?	____	____

1992-93
COLLEGE AND UNIVERSITY PERSONNEL ASSOCIATION
ADMINISTRATIVE COMPENSATION SURVEY
(See Survey Position Instructions)

Please provide only the information asked for. Do not make changes (e.g., adding to or crossing out parts of titles). Please do not add positions or attach extra pages.

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one) M F	Minority Yes/No (circle one) Y N
Executive						
101.00 Chief Executive Officer System/District/MultiCampus Operation (President/Chancellor)				I O	M F	Y N
101.10 Assistant to the President of a System/District/MultiCampus Operation				I O	M F	Y N
102.00 Chief Executive Officer of a Single Institution (President/Chancellor)				I O	M F	Y N
102.10 Assistant to the President/Single Institution				I O	M F	Y N
103.00 Executive Vice President				I O	M F	Y N
Academic						
201.00 Chief Academic Officer				I O	M F	Y N
202.00 Chief Health Professions Officer				I O	M F	Y N
203.00 Director, Library Services				I O	M F	Y N
203.10 Circulation Librarian				I O	M F	Y N
203.20 Acquisitions Librarian				I O	M F	Y N
203.30 Technical Services Librarian				I O	M F	Y N
203.40 Public Services Librarian				I O	M F	Y N
203.50 Reference Librarian				I O	M F	Y N
204.00 Director, Institutional Research				I O	M F	Y N
204.10 Associate Director, Institutional Research				I O	M F	Y N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
					M F	Y N
205.00 Director, Educational Media Services				I O	M F	Y N
206.00 Director, Learning Resources Center				I O	M F	Y N
207.00 Director, International Studies Education				I O	M F	Y N
208.00 Director, Computer Center Operations/Academic				I O	M F	Y N
208.10 Associate Director, Computer Center Operations/Academic				I O	M F	Y N
209.00 Administrator, Grants and Contracts				I O	M F	Y N
DEANS						
210.00 Architecture				I O	M F	Y N
211.00 Agriculture				I O	M F	Y N
212.00 Arts and Letters				I O	M F	Y N
213.00 Arts and Sciences				I O	M F	Y N
214.00 Business				I O	M F	Y N
215.00 Communications				I O	M F	Y N
216.00 Continuing Education				I O	M F	Y N
217.00 Dentistry				I O	M F	Y N
218.00 Education				I O	M F	Y N
219.00 Engineering				I O	M F	Y N
221.00 Extension				I O	M F	Y N
222.00 Fine Arts				I O	M F	Y N
223.00 Graduate Programs				I O	M F	Y N
224.00 Health-Related Professions				I O	M F	Y N
225.00 Home Economics				I O	M F	Y N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
					M F	Y N
226.00 Humanities				I O	M F	Y N
227.00 Instruction				I O	M F	Y N
228.00 Law				I O	M F	Y N
229.00 Library and Information Sciences				I O	M F	Y N
230.00 Mathematics				I O	M F	Y N
231.00 Medicine				I O	M F	Y N
232.00 Music				I O	M F	Y N
233.00 Nursing				I O	M F	Y N
234.00 Occupational Studies/Vocational Education/Technology				I O	M F	Y N
235.00 Pharmacy				I O	M F	Y N
236.00 Public Health				I O	M F	Y N
237.00 Sciences				I O	M F	Y N
238.00 Social Sciences				I O	M F	Y N
239.00 Social Work				I O	M F	Y N
240.00 Special Programs				I O	M F	Y N
241.00 Undergraduate Programs				I O	M F	Y N
242.00 Veterinary Medicine				I O	M F	Y N
Administrative						
301.00 Chief Business Officer				I O	M F	Y N
301.01 Chief Administration Officer				I O	M F	Y N
301.02 Chief Financial Officer				I O	M F	Y N
301.10 Director, Environmental Health and Safety				I O	M F	Y N
301.20 Director, Telecommunications				I O	M F	Y N
302.00 Chief Planning Officer				I O	M F	Y N
303.00 Chief Budgeting Officer				I O	M F	Y N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
303.10 Associate Budget Director				I O	M F	Y N
304.00 Chief Planning and Budget Officer				I O	M F	Y N
305.00 General Counsel				I O	M F	Y N
305.10 Staff Attorney(s)				I O	M F	Y N
306.00 Chief Personnel/Human Resources Officer				I O	M F	Y N
306.10 Associate Director, Personnel/Human Resources				I O	M F	Y N
306.20 Manager, Benefits				I O	M F	Y N
306.30 Manager, Training and Development				I O	M F	Y N
306.40 Manager, Employee Relations				I O	M F	Y N
306.50 Manager, Labor Relations				I O	M F	Y N
306.60 Manager, Employment				I O	M F	Y N
306.70 Manager, Wage and Salary/Manager, Compensation				I O	M F	Y N
306.80 Manager, Personnel Information Systems				I O	M F	Y N
307.00 Director, Affirmative Action/Equal Employment				I O	M F	Y N
307.10 Associate Director, Affirmative Action/Equal Employment				I O	M F	Y N
308.00 Director, Personnel and Affirmative Action				I O	M F	Y N
309.00 Chief Information Systems Officer				I O	M F	Y N
309.10 Associate Director, Computer Center				I O	M F	Y N
309.20 Data Base Administrator				I O	M F	Y N
309.30 Systems Analyst I (highest level)				I O	M F	Y N
309.40 Systems Analyst II (lowest level)				I O	M F	Y N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
					M F	Y N
309.50 Programmer Analyst I (highest level)				I O	M F	Y N
309.60 Programmer Analyst II (lowest level)				I O	M F	Y N
310.00 Director, Computer Center Operations/Administrative				I O	M F	Y N
310.10 Associate Director, Computer Center Operations/ Administrative				I O	M F	Y N
312.00 Chief, Physical Plant/Facilities Management Officer				I O	M F	Y N
312.10 Associate Director, Physical Plant/Facilities Management				I O	M F	Y N
312.20 Manager, Landscape and Grounds				I O	M F	Y N
312.30 Manager, Building Maintenance Trades				I O	M F	Y N
312.40 Manager, Technical Trades				I O	M F	Y N
312.50 Manager, Custodial Services				I O	M F	Y N
312.60 Manager, Power Plant				I O	M F	Y N
313.00 Comptroller				I O	M F	Y N
313.10 Manager, Payroll				I O	M F	Y N
314.00 Director, Accounting				I O	M F	Y N
314.10 Staff Accountant (highest level)				I O	M F	Y N
314.20 Staff Accountant (lowest level)				I O	M F	Y N
315.00 Bursar				I O	M F	Y N
315.10 Associate Bursar				I O	M F	Y N
316.00 Director, Purchasing/ Materials Management				I O	M F	Y N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
316.10 Associate Director, Purchasing/Materials Management				I O	M F	Y N
317.00 Director, Bookstore				I O	M F	Y N
317.10 Associate Director, Bookstore				I O	M F	Y N
318.00 Director, Internal Audit				I O	M F	Y N
319.00 Director, Auxiliary Services				I O	M F	Y N
319.10 Manager, Mail Services				I O	M F	Y N
320.00 Director, Campus Security				I O	M F	Y N
321.00 Director, Risk Management and Insurance				I O	M F	Y N
322.00 Administrator, Hospital Medical Center				I O	M F	Y N
322.10 Director, Medical Center Public Relations/Affairs				I O	M F	Y N
322.20 Director, Medical Center Personnel				I O	M F	Y N
External Affairs						
401.00 Chief Development Officer				I O	M F	Y N
401.10 Director, Annual Giving				I O	M F	Y N
401.20 Director, Corporate/ Foundation Relations				I O	M F	Y N
401.30 Coordinator, Resource Development				I O	M F	Y N
401.40 Director, Estate Planning				I O	M F	Y N
402.00 Chief Public Relations Officer				I O	M F	Y N
402.10 Director, Governmental/ Legislative Relations				I O	M F	Y N
403.00 Chief Development and Public Relations Officer				I O	M F	Y N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
					M F	Y N
404.00 Director, Alumni Affairs				I O	M F	Y N
405.00 Director, Development and Alumni Affairs				I O	M F	Y N
406.00 Director, Special and Deferred Gifts				I O	M F	Y N
407.00 Director, Church Relations				I O	M F	Y N
408.00 Director, Community Services				I O	M F	Y N
409.00 Director, Publications				I O	M F	Y N
409.10 Associate Director, Publications				I O	M F	Y N
409.20 Manager, Printing Services				I O	M F	Y N
410.00 Director, Information Office				I O	M F	Y N
411.00 Director, News Bureau				I O	M F	Y N
Student Services						
501.00 Chief Student Affairs Officer				I O	M F	Y N
501.50 Dean of Students				I O	M F	Y N
502.00 Chief Admissions Officer				I O	M F	Y N
502.10 Associate Director, Admissions				I O	M F	Y N
502.20 Admissions Counselor				I O	M F	Y N
502.30 Academic Advisor				I O	M F	Y N
503.00 Director, Admissions and Registrar				I O	M F	Y N
504.00 Registrar				I O	M F	Y N
504.10 Associate Registrar				I O	M F	Y N
504.20 Assistant Registrar				I O	M F	Y N
505.00 Director, Admissions and Financial Aid				I O	M F	Y N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
					M F	Y N
506.00 Director, Student Financial Aid				I O	M F	Y N
506.10 Associate Director, Student Financial Aid				I O	M F	Y N
507.00 Director, Food Services				I O	M F	Y N
507.10 Associate Director, Food Services				I O	M F	Y N
508.00 Director, Residence Halls				I O	M F	Y N
508.10 Associate Director, Student Housing				I O	M F	Y N
508.20 Housing Officer/Administrative Operations				I O	M F	Y N
508.30 Housing Officer/Residence Life				I O	M F	Y N
509.00 Director, Union and Student Activities				I O	M F	Y N
510.00 Director, Foreign Students				I O	M F	Y N
511.00 Director, Student Union				I O	M F	Y N
511.10 Associate Director, Student Union				I O	M F	Y N
512.00 Director, Student Activities				I O	M F	Y N
513.00 Director, Career Development and Placement				I O	M F	Y N
514.00 Director, Student Counseling				I O	M F	Y N
514.10 Associate Director, Student Counseling				I O	M F	Y N
515.00 Director, Student Health Services (Physician Administrator				I O	M F	Y N
516.00 Director, Student Health Services (Nurse Administrator)				I O	M F	Y N
517.00 Director, Campus Ministries				I O	M F	Y N

Office or Function and Title	Annualized Salary	Reporting Relationship	Years of Service in Present Position	Internal Promotion or Outside Hire? (circle one)	Sex Male/Fem. (circle one)	Minority Yes/No (circle one)
					M F	Y N
518.00 Director, Athletics				I O	M F	Y N
519.00 Director, Sports Information				I O	M F	Y N
520.00 Director, Men's Athletic Programs				I O	M F	Y N
521.00 Women's Athletic Programs				I O	M F	Y N
522.00 Director, Campus Recreation/Intramurals				I O	M F	Y N
523.00 Chief Enrollment Management				I O	M F	Y N
524.00 Director, Minority Affairs				I O	M F	Y N
525.00 Director, Conferences				I O	M F	Y N

PLEASE MAIL THE COMPLETED QUESTIONNAIRE
BY OCTOBER 1, 1992
to:

CUPA SURVEYS
BI-SSCC
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WASHINGTON, DC 20036

Please be sure to keep a copy of the completed questionnaire for your files.

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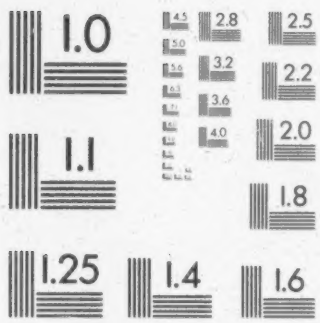

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